

# Bulletin

NUMBER 12 44th YEAR

MONDAY, FEBRUARY 4, 1991

 Pages 6-7  
**NORTHROP FRYE**

## TA talks continue but tension mounts

by Karina Dahlin

CONTRACT negotiations between teaching assistants and the University will continue Feb. 6 in a second round of mediation talks chaired by an official from the Ministry of Labour.

The TAs are legally permitted to strike today but the union will not take any action before the Feb. 6 meeting, said Vanessa Kelly, president of Local 2 of the Canadian Union of Educational Workers, which represents approximately 2,800 TAs at U of T. "We hope to get a final offer on Wednesday."

David Cook, vice-provost (staff functions), said Feb. 1 that the University had made the union offers and would continue to do so.

If the University does submit a "final offer" and the union executive calls a strike, the University is permitted to call a "final offer vote" among members of the bargaining unit.

When negotiations began in September, the union made 41 demands. Some have been resolved but the major ones

have not, said Kelly. Workload and working conditions are probably the biggest concerns, she added. "TAs are underfunded and class sizes are too large. The University won't tackle the issue. We are attempting to force it to deal with it." She acknowledged that underfunding is a basic problem for the entire University. "But that's no excuse for overworking TAs."

Cook said the current agreement for TAs gives them "considerable protection from overwork." Some of the union's initial demands were unrealistic, he said. In the area of salaries "we expect there will be an increase but not in the order they expected."

Kelly said a strike date would probably be announced today or tomorrow. In an earlier interview she said it was unlikely a strike would take place during reading week Feb. 18-22.

If the TAs do go on strike, the University will remain open for teaching, said Cook. "Clearly the administration's view is that classes will continue to be held."

## Job disparities persist but U of T compares well

Native Canadians, women managers still under-represented

by Jane Stirling

REPRESENTATION of disadvantaged groups in the University's workforce compares favourably to national statistics except in the case of aboriginal Canadians, says Mary Lynne McIntosh, employment equity coordinator.

The University's workforce composition of women, visible minorities and persons with a disability "looks pretty good" because its statistics, contained in the 1989-90 employment equity report, are similar to those across the country, McIntosh said. The report (published as a supplement to today's *Bulletin*) was presented to the Jan. 21 meeting of the Business Board.

Employment equity refers to fairness in all aspects of employment specifically those practices directed at women, aboriginal Canadians, members of visible minorities and disabled persons.

A revised U of T employment equity policy will be presented at the next Business Board meeting. The current policy, approved by Governing Council in 1986, refers only to women.

As a condition for continued participation in the Federal Contractors Program, McIntosh will be presenting a compliance review to the federal government this month indicating the steps U of T has taken and its plans toward achieving full employment equity. In 1986 the University became a participant in the program, which allows it to bid on federal contracts over \$200,000.

Later this spring, McIntosh, President Robert Prichard and senior administrators will develop a proposal for employment equity goals and a plan for achieving these objectives.

The report shows 46.4 percent of U of T's workforce was female in November 1990 compared to 47.4 percent in Canada. (National statistics were drawn from a 1986 Statistics Canada survey). The percentage of visible minorities at the University was 15.7, more than twice

See JOB : Page 2

## U of T remembers its greatest humanist

by Karina Dahlin

FRIENDS AND admirers of Northrop Frye gathered for a memorial service at Convocation Hall Jan. 29 to celebrate the Victoria College scholar who, in the words of Professor Alvin Lee of McMaster University, did for "verbal culture" — the world of writing — "what Einstein did for physics."

Frye was undergoing cancer treatment when he died at Mount Sinai Hospital Jan. 23 of cardiac arrest. He was 78 and is survived by his wife Elizabeth Eedy Brown.

The service was attended by about 600 people, including Lieutenant-Governor Lincoln Alexander who led the procession of 21 invited guests. Following the invocation by Principal John Hoffman of Emmanuel College, President Robert Prichard invited students, friends and colleagues of Frye to share their memories of "Canada's most distinguished humanist."

Saying he preferred to speak personally rather than officially, Premier Bob Rae recalled his first year as a Rhodes scholar in 1969 when he attended a lecture given by Frye at Oxford. The professor, who was on a sabbatical leave at the time, looked like an accountant but lectured on the poet William Blake.

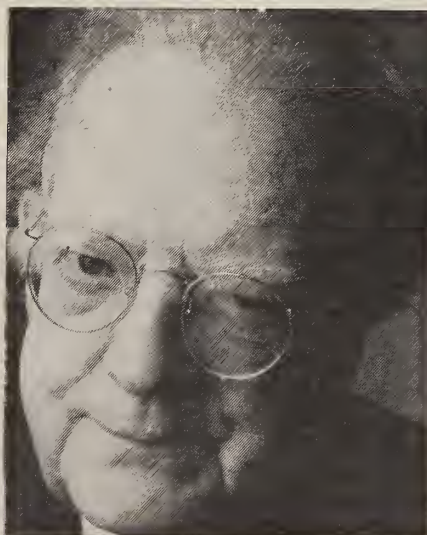


ROB ALLEN

### Opening night

Lisa Ryder and Geoff Wiebe of New College and University College respectively, perform a scene from *Line One; A Rock Musical* Jan. 29. Opening night in the newly renovated Helen Gardiner Phelan Playhouse (formerly the UC Playhouse) was dedicated to Phelan, whose gift of more than \$1 million paid for the renovations. *Line One* runs until Feb. 9.

### Northrop Frye, 1912-1991



"There was a marvellous incongruity of [Frye] reflecting on this wild and romantic poet in a clear, self-effacing but extraordinarily evocative way." On several occasions Frye and Rae met for a beer and a chat about assorted topics. "His personal presence affected all who met

him because above all he was a teacher who loved the word, who loved to joke, teach, listen and learn and impart what he learned."

Former lieutenant-governor Pauline McGibbon graduated with Frye from Victoria College in 1933. "Norrie always came to the Class of '33 parties. As you know he was not a man of small talk but he liked our chatter. We all knew of his Canadian and international reputation but never treated him as The Great Northrop Frye. He was one of us."

Author Margaret Atwood praised Frye for his relationship to writers and writing. It was almost "ridiculously benign" because he constantly made positive recommendations to granting bodies such as the Canada Council. On the other hand, he did not want to tell writers what to write and how to write, said Atwood. He laboured to help readers see what it was they were reading, and, an accomplished writer himself, taught by example.

Frye was an inspiration to his colleagues, said Provost Joan Foley. She spoke about his views on the university as expressed in his convocation address at the University of Windsor in 1970: "We notice that as soon as we enter the

See UNIVERSITY : Page 2

### Supplements

This issue of the *Bulletin* contains two supplements: Employment Equity: Annual Report 1989-90, pp. S1-S8, and Report of the Budget Committee on the Review of the Long-Term Budget Plans of the Academic Divisions, pp. T1-T4.



## Student charged after phone call

METROPOLITAN Toronto Police have charged Shahid Mian, 28, of Dundas St. E., a Woodsworth College student, with sending a false message. Sergeant Len Paris of the U of T Police said a man phoned Rabbi Moishe Silverman of the Jewish Students' Union and Hillel around midnight Jan. 21. The caller said two people would attack participants in Israel Day, held at Sidney Smith Hall. The call was traced. In an unrelated case, two bomb threats were received on Jan. 22—one around noon in the office of the campus police and the other at 5:40 p.m. in the office of the Association of Part-time Undergraduate Students. Campus and Metro police searched Sidney Smith; no bombs were found. The building was not evacuated. In a memorandum to senior administrators, Janice Oliver, assistant vice-president (operations and services), urges vigilance in ensuring all doors to offices, storage areas and cupboards remain locked when not in use. In addition, she suggests they scan classrooms, laboratories and public areas for unidentifiable or suspicious-looking objects.

## Premier's Council revamped, renamed

THE PREMIER'S Council on Technology has a new name and an expanded mandate to build a prosperous Ontario while protecting and enhancing quality of life including the environment. On Jan. 23 Premier Bob Rae announced the establishment of the Premier's Council on the Economy & Quality of Life, which replaces the technology council. The latter was formed in April 1986 to advise the premier on long-term strategies for industrial competitiveness and economic growth. The new council will be chaired by Rae and include 25 members of the public along with key cabinet ministers.

## Sell tobacco stock, Council member urges

THE UNIVERSITY should divest itself of investments in tobacco companies and their subsidiaries, says a member of the Business Board. At the Jan. 21 meeting of the board, student representative Rob Behboodi said it is hypocritical and "unconscionable" for the University to be investing in tobacco-related companies when its researchers are engaged in cancer research and U of T has declared itself officially "smoke-free." University investments in tobacco companies total about \$2 million while the pension plan has investments of about \$29 million. Pension divestment would need the agreement of all constituencies that contribute to the plan. Under the Policy on Social & Political Issues with Respect to University Investment, Behboodi must gather 300 signatures and construct a documented case for divestment. This would be forwarded to the Office of the President where a specially appointed advisory board would consider the evidence and recommend action. The recommendation would then be forwarded to the Business Board.

## Vranesic awarded Wighton fellowship

PROFESSOR Zvonko Vranesic of the Department of Electrical Engineering has received a \$3,000 award for his contributions to teaching at the micro-processor laboratory in the Faculty of Applied Science & Engineering. The annual award of the Wighton fellowship is made by the Sandford Fleming Foundation and the National Committee of Deans of Engineering & Applied Science of Canada. It is named

for John Wighton of Vancouver, a retired professor of engineering, who has provided an endowment to promote excellence in Canadian undergraduate engineering laboratories.

## Vranic first Canadian to win Banting medal

PROFESSOR Mladen Vranic of the Banting & Best Diabetes Centre, the Departments of Physiology and Medicine and the Institute of Medical Science, has been awarded the highest scientific award of the American Diabetes Association. Vranic is the first Canadian to receive the Banting Medal & Lectureship for Distinguished Scientific Achievement. He came to Toronto from Yugoslavia in 1963 at the invitation of Professor Charles Best and was Best's last post-doctoral fellow. His work is centred on the understanding of metabolic regulation through the use of tracer methodology in animal models and clinical diabetes.

## CUPE workers vote to strike

THE CANADIAN Union of Public Employees, Local 3261—representing about 750 University caretakers, cafeteria workers, animal laboratory technicians and others—has voted to strike if the University does not offer a better wage package, says local president Robert Panzen. Seventy-nine percent of those who voted at a Jan. 27 union meeting were in favour of a strike. Conciliation talks between the University and the union broke off Jan. 17; the union intends to apply for mediation. Its contract expired June 30.

## Mediation begins with library union

THE UNIVERSITY and Canadian Union of Public Employees, Local 1230, met with a mediator Feb. 1 to try to reach a contract settlement before a strike. A no-board report was filed Jan. 25 with the Ontario Labour Relations Board and the library union will be in a legal strike position Feb. 11. At a union meeting Jan. 24, 88.7 percent of full- and part-time employees who cast ballots voted in favour of a strike. The union is seeking a one-year wage increase of 10.1 percent plus a vision care plan and improved contract language on employee harassment and understaffing. The University has offered a two-year contract with annual increases of five and three percent.

## Scarborough budget options

IN RESPONSE to concerns expressed by members of the Division of Humanities at Scarborough College, Principal Paul Thompson has undertaken a new consultative process to arrive at a plan for achieving budgetary reductions. In a Jan. 28 letter to Professor Michael Marrus, chair of the Academic Board, Thompson says that it has become clear that there have been major problems of consultation in arriving at a budget plan for the humanities at Scarborough. "Therefore, the chair of the Division of Humanities and I have agreed that the process of developing a plan for the Division of Humanities begin again with a clean slate. A new plan which can reasonably be expected to achieve the reduction assigned to the division is to be presented to me by the end of April of this year." In an interview Thompson said the executive committee of the Division of Humanities will consider the options available for reductions and make its recommendations.

# University remembers Frye

Continued from Page 1

world of intellect and imagination, the whole notion of an opposition between freedom and authority disappears. One is free to reason only when one follows the inner laws of reason.... The authority of the logical argument, the repeatable experiment, the compelling imagination is the final authority in society, and it is an authority that demands no submission, no subordinating, no lessening of dignity. As this authority is the same thing as freedom, the university is also the only place in society where freedom is defined."

One of Frye's favourite literary figures was the philosopher Socrates, said Ward McBurney, a 1990 undergraduate and a student of Frye's. Like Socrates, Frye's chief concern was the undergraduate community and like Socrates he died teaching.

Professor Ann Saddlemeyer, master of Massey College, remembered Frye's life at the college. When he was a guest of the junior fellows at informal common-room events he would often choose to sit with the more quiet members and engage them in conversation which sometimes elicited quiet laughter from him. "To make Northrop Frye shake with silent enjoyment at some verbal nonsense is an achievement ranking next to, perhaps higher than, a doctorate," said Saddlemeyer.

President Emeritus Claude Bissell met Frye for the first time at a dinner given by poet and Professor E.J. Pratt in honour of the acceptance for publication of *Fearful Symmetry: A Study of William Blake* (1947). Frye had a sardonic wit which he showed when he spoke in public, said Bissell, and quoted the opening of Frye's installation speech as principal of Victoria College in 1959: "I am a little startled at finding myself being installed: I should have thought that an honour reserved to more massive pieces of equipment, like presidents and refrigerators."

Professor Ted Chamberlin of the Department of English said Frye's theory was, despite its complexity, "one of wonder—a way of seeing as if for the first time." Frye was the supervisor of Chamberlin's 1969 doctoral thesis. His shyness made silence comfortable, said Chamberlin. "And I don't just mean for those privileged to spend time in his company. Ultimately his great genius as a theorist was that he did not do all the

talking but left room for others and for literature."

For more than 50 years, Northrop Frye remained a "powerful and wonderful presence among us," said Professor Albert Hamilton of Queen's University and the author of *An Anatomy of His Criticism*, a study of Frye. "In his literary criticism he seeks to persuade us to share his glimpses of powers and forces of a greater design, as they are revealed in literature. He lived his real life as a literary critic and one may say what was said of Shakespeare: he lived a life of allegory and his works are a comment on it."

Frye was an emphatic defender of liberal arts and humanities, said President Eva Kushner of Victoria College. He wisely left the running of organizations to others, but at crucial moments he would offer his judgement and encouragement. His immense multidisciplinary body of work will contribute to greater understanding and in the end to societal improvements, Kushner said.

Pierre Juneau, former president of the CBC, was chair of the Canadian Radio-television & Telecommunications Commission in 1968 when Frye was appointed to the commission by Prime Minister Lester Pearson. Frye wrote some very perceptive thoughts about Canadians, said Juneau. On one occasion Frye described Canada as "an inarticulate space on the map" but added with confidence that the country was lately "responding to the world with the tongues and eyes of a mature and disciplined imagination."

Principal Alexandra Johnston of Victoria College said that when Frye became chancellor many people were puzzled: why would such a shy man accept an administrative position? It was the beginning of an increasingly public life, said Johnston, and was motivated by Frye's deep conviction that society needs "the educated imagination."

The Rev. Dr. Howard Pentland, secretary of theological education for the United Church of Canada, delivered the last tribute and quoted Frye's book *The Double Vision: Language and Meaning in Religion* scheduled for publication in April. "The omnipresence of time gives some strange distortions to our double vision. We are born on a certain date, live a continuous identity until death on another date; then we move into an 'after'-life or 'next' world where something like an ego survives indefinitely in something like a time and place. But we are not continuous identities; we have had many identities, as babies, as boys and girls, and so on through life, and when we pass through or 'outgrow' these identities they return to their source.... In the double vision of a spiritual and a physical world simultaneously present, every moment we have lived through we have also died out of into another order. Our life in the resurrection, then, is already here, and waiting to be recognized."

## Job disparities

Continued from Page 1

the national percentage of 6.3, and 4.9 percent of U of T's workforce were persons with disabilities compared to 5.4 percent nationally. The percentage of aboriginal Canadians working at U of T was 0.2 percent compared to two percent nationally.

Although the representation of women is quite high at U of T, McIntosh said female distribution in job categories is unequal. For instance, the report states there was a high percentage of women in clerical positions (87.7) with only 16.2 percent in upper-level management and 23.7 percent in teaching positions.

The report also includes average salaries for the four groups. In the overall University workforce, men earned more than women in every category but one—clerical workers. The biggest gap existed in middle management where men earned on average \$84,903 and women \$64,689. The next largest gap was in the professional category (including teaching staff) where the average salary was \$71,018 for men, \$55,722 for women.

McIntosh said some of these gender inequities are being addressed by pay equity adjustments while academic staff differences are being examined in the female faculty salary review which will probably be finished next month.

UNIVERSITY OF TORONTO

## Bulletin

Editor: George Cook  
Associate Editor: Jane Stirling  
Writers: Gay Abbate, Karina Dahlin  
Editorial Assistant: Ailsa Ferguson  
Production Manager: Sandra Sarner  
Advertising Manager: Marion de Courcy-Ireland  
Advertising Assistant: Nancy Bush

Director: Tony Carlson

Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Public Affairs, 21 King's College Circle, 2nd floor, University of Toronto, Toronto, M5S 1A1.

Editorial Enquiries: 978-6981

Distribution Enquiries: 978-4933

Advertising Enquiries: 978-4933

Display advertising space must be reserved two weeks before publication date.

FAX: 978-7430





## Directions for change

Professor David Rayside of the Department of Political Science and University College, coordinator of the Committee on Homophobia, gestures in Convocation Hall Jan. 30 at the start of Jeans Day, one of the events held during Lesbian & Gay Awareness Week Jan. 26 to Feb. 2. Below, some of those who wore jeans for the day in support of the rights and dignity of gay men and women at the University and elsewhere. From the left: Judith Elchmanis, president of the U of T Staff Association; Kathy Jones, president of the Graduate Students' Union; Rev. Kate Merriman, chaplain, Trinity College; Principal Lynd Ferguson of University College; Dean Gary Heinke of the Faculty of Applied Science & Engineering; Provost Joan Foley; Professor Ann Saddlemeyer, master of Massey College; President Robert Prichard; Professor Hank Rogers of the Department of Linguistics, president of the Faculty Club; Rayside; Ann Baranowski, Caroline Bowden and Dorothy Overall of the Committee on Homophobia; Andrew Davidson, chair of Gays & Lesbians at U of T; Peter Guo, president of the Arts & Science Students' Union; and Debbie Palter of the Committee on Homophobia. The theme of the awareness week – which included papers, panel discussions and social events – was "Getting visible."



PHOTOS: JEWEL RANDOLPH

## City to consider selling library site to University

by Jane Stirling

TORONTO CITY Council will discuss the possibility of selling 40 St. George St. to the University at its next public executive meeting Feb. 18.

The St. George site, occupied by the Boys' & Girls' Library, is currently owned by the Toronto Public Library Board. U of T would like to acquire the land to consolidate its ownership of the block.

Last year Lantana Non-Profit Homes Corp., a consultant-developer, obtained approval in principle from the city for a long-term lease on the St. George location. Its client Metta Housing Cooperative Inc. wants to construct a 156-unit 10-storey apartment building for students with families, some University staff and a few other low-income families.

The possibility of selling the site to the University was brought up at a Jan. 21 *in camera* meeting of city councillors and representatives of U of T, Lantana and the library. If U of T were to buy the land, it would have to pay Lantana and Metta's costs incurred in pursuing the project, allow the library to stay on site until a new facility was built and discuss with city representatives potential housing projects on University-owned land.

Don Beaton, U of T's manager of real estate and capital budgets, said the money to purchase 40 St. George would not come out of the University's operating budget. One potential source of funding would be the sale of land off campus.

At the Jan. 21 meeting, U of T representatives suggested another proposal for its acquisition of 40 St. George involving parcelling out the Lantana project to three locations – the south side of College, a tennis court adjacent to the Aura Lee playing field on Robert St. and property around Huron St. and Sussex Ave.

City council will be discussing these alternatives at its Feb. 18 meeting.

# Academic Board opposes proposed harassment policy

by Karina Dahlin

AN INFORMAL poll of the Academic Board shows that a majority of members who voted oppose the proposal to amend the University's sexual harassment policy.

The "straw vote" was conducted Jan. 24 by Professor Michael Marrus, chair of the board. Six members said they are in favour of the proposed policy or think it needs minor modifications, while 28 oppose it or think it needs major changes. There are 118 members of the board; the number present for the vote was not counted.

Marrus also asked for votes on six separate questions that arose out of the debate on the proposed policy. He asked how many members were concerned with the definition of sexual harassment (20); the standard of proof (19); the problem of repeated behaviour (6); the composition of the hearing panel (12); changes to the time limit for filing complaints (2); and the appeal process (23).

The future of the proposed policy will be determined by the University Affairs Board. It was discussed at the Academic Board because it has much to do with academic affairs, said Marrus, and will be considered by university affairs with other responses from the University community.

Approximately 15 written briefs were submitted to the Special Committee to Review Policy & Procedures: Sexual Harassment after it presented its draft proposal to university affairs in November. The proposal was published as a supplement to the Dec. 10 issue of the *Bulletin*. The special committee is expected to report back to the board Feb. 26.

Meanwhile, the U of T Staff Association (UTSA) has sent Marrus a letter to express its support of the proposed policy. Sylvia Franke, chair of UTSA's status of women committee, also said the association is "disturbed by the negative attitude of the faculty association toward the bulk of the report of the committee."

Until the informal vote at the Academic Board, the faculty association was the only group on record opposed to the suggested changes to the sexual harassment policy. "We want a fair policy; we won't sign a document that is manifestly

unfair," said Suzie Scott, executive director of UTFA, at the meeting Jan. 24.

She said the faculty association has worked hard to review the policy and that it supports the decision made in the "marginal" case where leering was determined to be sexual harassment. That case proved that U of T is not soft on sexual harassment offenders, she said.

If the amended policy is not supported by the faculty association, faculty members or librarians charged with sexual harassment could ask that their case be dealt with under the grievance procedure of the Memorandum of Agreement between UTFA and the University, Provost Joan Foley said in an interview.

The use of the grievance procedure would either bypass the sexual harassment policy or result in two separate hearings. If UTFA does support the policy, faculty members and librarians would not have access to the grievance procedure defined by the memorandum in cases involving complaints of harassment. There would then be only one avenue to follow.

Scott said UTFA's position is that "any changes to the policy require our approval if they are to apply to faculty and librarians at U of T."

There are several reasons for UTFA's

rejection of the proposal. Sexual harassment is in the eye of the beholder, said Scott, and is only an offence when "you don't want it to happen." The policy should say this and also that the person who is apparently harassed must be the one to complain – not a third party who may not be present during the incident.

The section that deals with the University as a complainant and repeated behaviour is one of the most troubling, said Scott. It would allow the University to lodge a complaint without the backing of the victims' formal complaints. "Either you step forward [and complain] or you don't."

Jacquelyn Wolf, director of the School of Continuing Studies and chair of the special committee, said she wishes members of the board were privy to the many complaints about "Professor Smooth and Supervisor Slick" so they could see that repeat offenders pick "shy and timid victims, visa students and women of colour" who find it very difficult to lay a formal complaint.

Since the University says that sexual harassment is a serious problem, it is "unconscionable" for the institution to have a sexual harassment officer who can do nothing about repeat offenders, Wolf said.

## Centre receives extension

by Jane Stirling

THE ONTARIO Centre for Large Scale Computation (OCLSC) has received a one-year extension for its operations until March 31, 1992.

Warren Jackson, interim director of the supercomputer centre, said the extension was approved by the provincial government's management board of cabinet at a meeting two weeks ago. He expects to receive an official letter of confirmation from the government shortly. The University agreed to the extension with the conditions that the government pays a management fee and provides an additional \$350,000 to \$400,000 in the latter six months for technology upgrades.

Funding for the Cray supercomputer runs out March 31, 1991. David Sadleir,

vice-president (computing and communications), had originally suggested a six-month extension to give the government time to consider a long-term financing proposal for the centre. The proposal, which was presented to Premier Bob Rae Jan. 9, seeks a \$50 million commitment to operate the centre for five years beyond March 31. The government's "quick response" to the plan was a request to extend the six months to one year, he said.

There is no word yet from the province on the long-term proposal, Jackson said. "This will take a lot longer to bring to fruition."

Sadleir had informally notified the Cray's suppliers of the impending closure date and had met with the centre's employees to discuss their concerns.





JEWEL RANDOLPH

At the official opening of the D. L. Pratt Building on King's College Rd. Jan. 21, President Robert Prichard (right), Dean Gary Heinke of the Faculty of Applied Science & Engineering, Lucile Pratt, Robert McGavin, chair of Governing Council, Dean Marsha Chandler of the Faculty of Arts & Science and Allan Pilkey, minister of industry, trade and technology (left), look on as a computerized robot arm prepares to cut the ceremonial ribbon.

## Faculties, departments join technological forces

by Carolyn Meredith

THE NEWLY opened D.L. Pratt Building is now home to the expanding Departments of Electrical Engineering and Computer Science as well as the Information Technology Research Centre (ITRC) and the Computer Systems Research Institute.

"This facility unites faculty, researchers and students in the Faculty of Applied Science & Engineering and computer science, which cements a long tradition of close cooperation between the Faculty of Arts & Science and engineering," said Dean Marsha Chandler of arts and science.

Research facilities include a microelectronics laboratory which houses a semiconductor "clean room" and artificial intelligence laboratories including neural networks, robotics and intelligent systems.

"In addition to providing much needed space, the Pratt Building is a state-of-the-art facility in which some of the best information technology researchers in the world will conduct their work," said Dean Gary Heinke of engineering.

The Jan. 21 opening ceremony was highlighted by a technologically advanced ribbon-cutting ceremony. Doctoral student Sidney Fels demonstrated the talking glove project, a system using computer technology to translate hand

shapes into spoken words. Fibre-optic cables on the outside of the glove relay information about hand movements to the computer system. The Canadian-made CRS Plus Robot was used to translate instructions from the glove in order to cut the ribbon.

The Pratt Building was made possible in part by a bequest from David Lawrence Pratt, through his widow Lucile. Pratt graduated as a civil engineer from U of T in 1922, worked with his father specializing in the construction of harbour facilities and later became president of the Canadian Dredge & Dock Company. He died in 1969.

Additional funding for the project was provided by the Ministry of Colleges & Universities and ITRC, a provincial centre of excellence.

ITRC was designated as one of seven provincial centres of excellence in June 1987. It is designed to encourage interaction between universities and industry through research projects leading to the development and application of new technologies in the field of microelectronics and artificial intelligence.

The 4,200 square metre Pratt Building, designed by Dunlop & Farrow, is a three-storey addition to the Wallberg Building and is connected to the engineering and computer science complex by an overhead walkway. Construction was completed in November.

## In memoriam

CELLIA KING, 42, business administrator and executive assistant to the chair of the Department of Surgery, Dec. 25.

Born in Edinburgh in September 1949, she was raised and educated there and received her diploma in business administration. King left Scotland in 1972 and went to Geneva where she worked as a secretary in the World Health Organization. From there she emigrated to Canada in 1974 and was employed for four years as secretary to the vice-president of marketing for the Paper Corporation in Toronto.

In April 1979 she came to work at the University where she was employed as secretary to the associate dean of planning in the Faculty of Medicine. She then moved on to become secretary to the chair of the Department of Medicine, at that time Dr. Charles Hollenberg. She remained with the Department of Medicine for three years and then moved up to become a business officer in the Department of Rehabilitation Medicine. In the three years that King worked

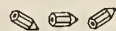
in the Department of Rehabilitation Medicine, she achieved a great deal and established an excellent reputation for expertise in business administration.

In 1985 she came to work for Dr. Bernard Langer, chair of surgery, as his executive assistant and administrative officer. She implemented numerous computer systems and set high standards for herself and her staff while maintaining good morale and high productivity. She provided excellent leadership, encouraging growth and development. She acted as a resource for hospital administrative staff and faculty and maintained good relationships among the department, faculty and hospital administrative offices.

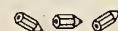
A bursary fund has been established in surgery in memory of King to be used to further adult education. Donations to the fund may be made by sending a cheque payable to the University of Toronto to the Department of Surgery, Room 311, Banting Institute, 100 College St., Toronto, M5G 1L5.

## Notebook by Jane Stirling

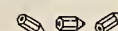
Following a presentation at the Jan. 21 Business Board meeting about a new way of reducing the University's heating costs – specifically by installing a cogeneration system – chair John Gardner concluded it is much better "to keep the University clean and warm than in the dark." But member Avie Bennett said he wonders why nobody suggested an even cheaper way of heating U of T using "all the hot air around this campus."



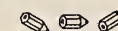
Rob Prichard will be going back to school. But rest assured, it will only be on a short-term basis – 50 minutes to be exact. Student and residence groups are holding a Raffle for Rob Feb. 15. The president and undergraduate with the lucky ticket will switch roles for about an hour – the student will assume the responsibilities of president while Prichard will attend one of the student's classes. I wonder how the president's note-taking ability is?



During budget time many people walk around with nervous smiles and sweaty palms. Professor Richard Ten Cate, vice-provost (health sciences), is not worried. When he goes to budget meetings he takes his mug that says "Budgets are for wimps." Now, what about those cutbacks?

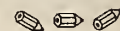


Professor Emeritus Marion Powell of the Department of Health Administration was inadvertently omitted from the *Bulletin's* list of Order of Canada winners in the Jan. 21 issue. Powell, a pioneer in the family planning movement, was named a member of the order in December. She is responsible for establishing the first municipally funded birth control clinic in Canada under the Scarborough Board of Health. Her professional career has paralleled voluntary activities directed at educating the public about human sexuality issues.

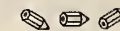


Mobilizing the forces. It doesn't always take long to cut through bu-

reaucratic red tape. Witness the speedy approval given to one of the University's newest campus groups – Coalition for Troops out of the Gulf. Michael Dafeo, administrative assistant in the office of the assistant vice-president (student affairs), said groups wanting official U of T recognition can receive it quickly if all their business, including the development of a constitution, is in order. The number of campus groups stays relatively constant from year to year – somewhere in the 130 to 150 range – with most being renewals.



What do Leonardo da Vinci, Agatha Christie, Winston Churchill, Cher and Albert Einstein have in common other than a celebrated status in their particular fields? Each had or has a learning disability. In the January newsletter from Services to Persons with a Disability, a learning disability is defined as a group of disorders that make certain abilities such as reading, writing or speaking difficult to acquire or use. Those with this disability are not lazy, slow or intellectually inferior. Studies indicate that with the proper assessment, counselling and access to appropriate resources, these individuals can overcome their problems. For more information call the office at 978-8060.



Outback agitator. The Institute for Environmental Studies is losing its "pariah in residence" and Australia is gaining an environmental campaigner, says an invitation to the *Bulletin* for a faculty member's farewell party. Professor Emeritus Philip Jones of the Department of Civil Engineering and environmental studies is heading to "greener" pastures Down Under, specifically to Griffith University in Brisbane, Queensland, where he will head up the School of Environmental Engineering. In the past two years, Jones has helped organize three seminar-workshops on environmental issues such as asbestos where public debate has been, as the invitation states, "polarized, rancorous and stalemated." His proactive presence will be missed.

## Council seats contested

by Karina Dahlin

THREE SEATS are being contested for this year's Governing Council elections. Two are student constituencies, the third an administrative staff seat. The four seats open to teaching staff this year have been filled by acclamation.

Murray Luening, administrative assistant in the Department of Psychology, and Alex Waugh, vice-principal and registrar of Woodsworth College, will seek election to Council in the administrative staff constituency.

Ballots will be mailed in two weeks and must be returned by March 12 to the Council secretariat. The election will fill one of the two Council seats for administrative staff. The other is held by Peggy Haist of the Department of Fine Art.

The following members of the teaching staff have been elected by acclamation: Professors Wayne Dowler, history (Scarborough); James Burke of the Department of Spanish & Portuguese (Humanities in the Faculty of Arts & Science, St. George campus); Fred Lowy of the Centre for Bioethics (Faculty of Medicine); and John Mayhall of the Faculty of Dentistry (Faculties of Pharmacy, Nursing and Dentistry and School of Physical & Health Education).

Elections for the Academic Board will be held in the Faculties of Medicine and Dentistry. Three seats are open in medicine and eight people are running: Professors George Beaton, David Jenkins

and Gary Kakis (nutritional sciences); Gavin Clark (microbiology); Avrum Gotlieb (pathology); Alan Hudson (surgery); Knox Ritchie (obstetrics and gynaecology); and Harvey Skinner (behavioural science).

Two candidates are seeking election in dentistry: Professors Eric Freeman and David Mock.

The following have been elected to the Academic Board by acclamation: Professors Alfred Miller of the Department of Metallurgy & Materials Science and Adel Sedra of the Department of Electrical Engineering (Faculty of Applied Science & Engineering); Michael Finlayson of the Department of History and Kathryn Morgan of the Department of Philosophy (Faculty of Arts & Science); Vincent De Luca, English (Erindale); George Millbrandt (Faculty of Education); Jagdish Nautiyal (Faculty of Forestry); Mary Ann Parker (Faculty of Music); Peter Pennefather (Faculty of Pharmacy); Allan Irving (Faculty of Social Work); and Alan Horne (U of T Library).

When the nominations opened, five seats were available in the Faculty of Arts & Science. Two have been filled by acclamation; nominations open today for the second time for the remaining three seats. There is also one seat open for a candidate from Scarborough College. Nominations for the four vacancies must be submitted by Feb. 8.





## Letters from Readers

### Thought against imperial methods

TO THE EDITOR:

There are times when the *Bulletin* not only reports on problems in this institution, but enacts them as well. I felt this when juxtaposing two pieces from your issue of Jan. 21. Against the thoughtful Forum piece by Professor Ted Chamberlin ("Traditional & renovation"), I would place the informative articles by Karina Dahlin ("Academic freedom in a multicultural society").

Professor Chamberlin urges us to reconsider the extent to which our institution currently professes a number of intellectual disciplinary approaches that make us "at the very least co-conspirators in circumstances that diminish opportunities for some individuals to attend and to share in the privilege and power a university education conveys." In our present institutional climate, such statements inevitably (and rightly) recall our current concern over human rights issues. Ms Dahlin's articles conclude with a listing of the various institutional bodies that are at present engaged in the enforcement of the various codes associated with such issues. Interfacing these two pages recalls the Catholic saying, "Christ called us to His kingdom and we answered with ... the Church!"

I have no quarrel with Professor Chamberlin's prescriptions for us and I admire (from afar!) the hours he has spent in meetings and conferences on the issues he considers. Yet when he informs us that "most of our disciplines

in the arts and sciences were determined [at] a time when places were defined and power distributed along imperial lines," I must point out that academic disciplines are not the only things defined along imperial lines in his and my workplace.

The tenor and tone of almost any communication from our central administration reflect imperial systems of definition and control. These messages come from headquarters to subordinates who are in many respects outstanding in their field. Success seems impossible to any initiative within this institution not conceived and directed along such lines. Turning from Professor Chamberlin's page to the earlier one, we survey an interlocking system of bureaucratic bunkers nervously eyeing their potential enemies and each other. Six agencies (at present) are engaged in helping us to help ourselves to human rights. Each of those offices has staked out its particular turf and the head of one says that she wants "to make it clear that women won't take a back seat." Someone yearning for a future agency informs us that any general office for human rights will fail to pay enough attention to the issues concerning his constituency. Obviously, our administrators have scented a growth issue.

The list of agencies by its very being informs us that at this university we appear unable to reach even the most widely supported of goals without establishing potentially conflicting jurisdictions and bureaucratic systems of definition and enforcement. And (as should surprise no student of imperialism or U of T administrator at budget time)

agencies, present and future, rapidly define their own agenda and politics in the manner of competing systems in the Brazilian jungle.

The history of this institution teaches that when the thoughts of Professor Chamberlin's back page slam against the institutional structures outlined on page seven, it is time to recall Damon Runyon: "the race is not always to the weak, nor the battle to the strong, but they're safe bets." After such knowledge, what forgiveness? That is, can we use our rueful sense of the way things are to lead us beyond a comfortable cynicism?

Could we not remember where Professor Chamberlin's logic (implicitly) originated and seek to foster it? His logic began in the glorious combination of the wisdom of Athens and of Jerusalem that resulted in the rationalist liberalism that is the solvent of all ideologies including its own. It is as a liberal critic in a liberal institution that Professor Chamberlin makes his case and it is as such a person myself that I endorse it. Now that tradition rests in our curricular blood and bones here, enabling us to think sceptically about ourselves to a degree denied to virtually every other institution our society sponsors.

What we seem to do well is to pass along that tradition, as demonstrated by the plentitude and vigour of our critics from within. What we seem to do poorly is administer our affairs and enshrine our wishes within self-critical systems of carrying them out. Professor Chamberlin and I have both performed similar administrative jobs here; I trust he will agree that I know what I am talking about. Since in this institution

we appear to think and teach in a far more impressive manner than we administer, should we not be putting our efforts at self-examination into the mounting of courses on the biases our disciplines reflect? And should we not be attempting to apply our own traditions of thoughtfulness in addressing our concerns rather than wondering how to come up with yet another institutional enactment destined to reflect imperial (read "Simcoe Hall") methodologies? Are we so intellectually impoverished, so institutionally hidebound, that we can conceive nothing for ourselves beyond creating a microcosm here of all the government agencies out there?

Understanding what you do not want offers a start to exploring whatever it is that you do want. The *Bulletin's* listing of cop-shops in the same issue as Professor Chamberlin's reflections on jurisprudence, so to speak, helped me in that earlier enterprise.

Dennis Duffy  
Innis College

### Letters deadlines

February 8 for February 18  
February 22 for March 4

Letters should be submitted on a computer disk (5.25 inches) in WordPerfect or plain text format, or on paper, typed and double spaced. Please include a telephone number and, if possible, a fax number. Disks will be returned if an address is provided.

## Commentary

# Productivity and research: posing the questions

BY RONALD KLUGER

The Research Board is appointed by the vice-president (research), Professor Jim Keffer, to deal with issues of research policy and to undertake tasks related to this area. Research policy includes all areas of the University – from the sciences, medicine and engineering to the social sciences and humanities. At the December 1990 meeting, President Robert Prichard spoke to the board about his concerns regarding the University's excellence and productivity in research. What will it take to make us excellent in the future? How good are we now?

The minutes of the December meeting contain a concise synopsis of the president's remarks. "He [Prichard] stated that his principal concern is with productivity: whether U of T is actually as good as its reputation implies or whether size fosters a certain amount of complacency. Although statistics from granting agencies indicated that U of T is first, or highly placed, instinct tends to suggest that if data were adjusted for size, these statistics might change substantially. He stressed the obligation of all University administrators to develop ways by which the University can measure and improve its productivity, and stressed also the importance for establishing bench-marks for quality." In other words, general measures of excellence in research tend to come from statistics showing that we get large shares of research funds and recognition compared with other institutions across Canada. How much of this is the result of our relative size alone and how well do we measure on an international scale?

Because we are dealing mainly with reputation, the question of excellence in this context is one of perception. The faculties, divisions and schools of the University use external review committees to evaluate departments and programs. Reviews by outside experts routinely deal with effectiveness in research and their conclusions are what we should examine. If we choose informed and thorough critics, then we can seek the answers posed by President Prichard as to our perceived effectiveness.

Can we answer the question ourselves? Why do we want to know? Are we prepared to face the reality of

problems associated with research productivity?

Implicit in President Prichard's comments is an acceptance of the conclusion that it is good for the University to be excellent in research and for staff to be productive in their research activities. Research productivity and excellence require infrastructure; funding to the University which from the province is in general based on our institutional activities, not our research. Federal research funding does not provide for infrastructure. The University is in a position where research productivity draws resources away from the areas for which basic funding is provided. Obtaining research money requires that facilities are in place and are maintained. The costs

**What is the impact of our work?**  
**Are citations directed in proper numbers?**  
**What is an expected number?**  
**Should there be?**

for these facilities and their maintenance as well as for support personnel must come out of University resources. This is an oversimplification of a complex dilemma which will have to be dealt with before it gets even further out of hand. What do we give up when we focus on improving research productivity and excellence or can this be done without additional cost? It seems that some difficult choices will have to be made.

With these reservations in mind, the challenge is still to see if there is a way to measure productivity and excellence objectively. Clearly there is not, but I agree that these are desirable goals, regardless of the funding formulas that are in place. Our research units (typically departments) should be compared with those which are most highly regarded internationally. Measurable criteria such as publications, numbers of research personnel, equipment and grant support must be calibrated for excellence in context. What is the impact of our work? Are citations directed in proper numbers? What is an expected number? Should there be? Do we make staff appointments in

the right areas? Are there "right areas"? Even the most excellent worker in an area that is little known will usually have less impact than one in a widely recognized area. If we seek impact then we should make sure that strength in perceived mainstream areas is assured, if such areas can be identified. That is a difficult decision to make and the justification is purely external. Making plans ahead of time and justifying ourselves within this framework might help to lead us to the objectives.

How can we encourage productivity within our current staff? The rewards for successful research are usually the accomplishments themselves. However, general recognition within the University of research excellence is not great and internal funding is very limited. Perhaps the greatest problem for researchers who are productive is finding the time to do research and teaching while facing an increasing demand to do clerical and administrative tasks. If productive researchers can be identified, then providing means to support infrastructure will be important. Fundraising efforts with such goals will have to be highly enlightened.

Measurement of research productivity must be done by methods that those who will be measured are willing to accept. The input of many researchers will be necessary to come up with a policy that can achieve a consensus and make sense. Unless it leads to a meaningful implementation of policy, we might wind up increasing pressures without providing recognition or bettering conditions. The effects would be worse than the current state of deliberate vagueness. If we do try to develop our own measures to compare us with the rest of the world, we must avoid the temptation to attempt to analyze individuals in detail. The fact that our president wishes to give priority to evaluating our productivity and excellence in research is encouraging. If this university and its staff can fairly identify productivity and excellence and can encourage these goals without harm to our other activities, then the efforts will have great value.

Professor Ronald Kluger of the Department of Chemistry is a member of the Research Board.



# FRYE'S LEGACY

## Scholarship, loyalty and humanity

### LIGHTING A PATH FOR THOSE WHO FOLLOW

ARTICLES BY GAY ABBATE

**"O**nly Ulysses can bend the bow of Ulysses."

There is no obvious contender to fill the void left by the recent death of University Professor Emeritus Herman Northop Frye, said Professor Emeritus Robertson Davies of the Department of English. "To intellectuals of the world community he was one of the figures who defined Canada and reflected a lustre upon us all." The late communications guru, Marshall McLuhan, a colleague at U of T, once remarked that Frye—"Norrie" to his friends—did not have to struggle for his place in the sun because "he is the sun." Frye died Jan. 23 of cardiac arrest. He was 78.

Behind the shy demeanour, the spectacles and the unruly mop of hair that was a caricaturist's delight was an intellectual giant—the fourth most cited thinker of the 20th century.

His influence stretched beyond literary criticism to fields such as theology and education. He was as popular in Italy, Japan and Latin America as in North America, if not more so. Italians revere him as a "father critic" whose subjects range from creation to the apocalypse, said Professor Francesco Guardiani of the Department of Italian Studies. "No one asked the questions he did. He is refreshing, a one-man system. You don't need to read others to understand him." Italians appreciate that, he said. So much so in fact that in 1987 Italy hosted a three-day international conference devoted to his work and thought.

Latin Americans had their first taste of Frye shortly after *Anatomy of Criticism* launched him onto the world stage as a great literary critic in 1957. The book was translated into Spanish shortly afterward and widely disseminated. Their thirst for his work has not been quenched, said Professor Mario Valdés of the Department of Spanish & Portuguese.

Latin Americans were attracted to his shyness and self-effacing manner. "They were used to aggressive American names and expected arrogance from him," Valdés said. "Instead he let his work speak for him. He wasn't on a power trip. This turned Latin Americans inside out."

Frye was in great demand as a lecturer, which forced him to travel extensively. Whether it was the United States, Europe, Pakistan, Turkey or Guyana, he went because he said "I know as a teacher that books are not real unless you get a physical impression of the person who wrote them."

He accepted with great humility hero worship from his student disciples—they were dubbed "small Frye" or "Fryedolators"—and accolades from fans and colleagues around the globe. He remained the same gentle, introverted and sometimes lonely person he had always been. "As an intellectual person, one is condemned to be lonely," he said. "When I'm with my own colleagues, there is no lack of friendliness, but I am told I am difficult to talk to and, no doubt, I am."

Frye was noted for his very dry sardonic wit. Professor Emeritus Kingsley Joblin of the Department of Religious Studies, a close friend since their freshmen days at Victoria College in 1929, recalls that

the now famous wit saved Frye, who appeared younger than his 17 years, from being harassed by sophomores. After a taste of his humour and extensive vocabulary, they stopped picking on him.

Jane Widdicombe, Frye's secretary for the past 23 years, said he always had a twitch on the side of his mouth when he told a joke. Once, when she asked if he would give her away on her wedding day, he replied: "No. I'll only lend you."

Frye was generous with his time, knowledge and energy. He was never too busy to attend a student's wedding or to help students, friends and colleagues. "When young colleagues went to him for help he was thoroughly committed. He listened to us, supported us and took leadership," says Valdés who attributes the establishment of the Centre for Comparative Literature to Frye's efforts.

Frye continued to teach long after his contemporaries had retired because he considered it indispensable to his writing. "It's not out of vanity that I keep teaching as long as I possibly can," he once remarked. "I really need the teaching for my writing. I don't know how I'd get along without it."

Frye was a rare academic who refused to stop

*Progress* like others that age would a teddy bear. At 15, he had "a fair grasp" of 19th-century literature and by the time he took his first university course on Shakespeare he had already read the bard's work.

He was born July 14, 1912, in Sherbrooke, Quebec, the son of Herman and Catherine (Howard) Frye. The family moved to Moncton, New Brunswick, when he was 8. His father sold hardware, his mother was a former teacher. He was educated at home by his mother until he entered public school at the age of eight.

He found school boring. He described his elementary school years as "one of the milder forms of penal servitude." He was not a popular student. A book-worm, myopic and uncoordinated, he was nicknamed "the professor."

Books and his imagination were his real world. His parents, devastated by the death of their oldest son in the First World War, withdrew emotionally from him. He equated his childhood to being reared like a grandchild and an only child. His only sister was 12 years older. "So I was very much thrown in on myself.... When there's no world to live in except the world of imagination, naturally that's going to take shape. In short, I suppose I spent the first 17 years of my life mooning."

Following high school he took a six-month course at a local business college, a present from the school for academic achievement. While there he became a fast typist, which he attributes to playing the piano, and entered a national typing contest that brought him to Toronto.

In Toronto he enrolled at Victoria College in the honours BA program in philosophy and English and stood first each year. He attended Emmanuel College after graduating in 1933. As a student preacher, he was sent to southwestern Saskatchewan to minister to three rural communities. While there his means of transportation was a horse named Katy. "Katy was the same age I was—24. She moved at what was described as a trot but we never got together at the same time in the saddle. I had never been on a horse before and I don't care if I'm never on one again."

He was ordained in the United Church of Canada in 1936 but remained "on a sort of permanent leave of absence." His brief experience as a pastor made him realize his future lay in min-

istering to students in the classroom. He went to the University of Oxford to study English literature on a fellowship from the Royal Society of Canada and after obtaining his MA from Merton College he joined the teaching staff at Victoria College in 1939. He became chair of the department in 1952 and principal in 1959, a position he gave up in 1967 when he became U of T's first University Professor. In 1978 he was installed as chancellor of Victoria University.

Frye received some 38 honorary degrees from universities around the world but he never pursued doctoral studies. Joblin said Frye was not interested in obtaining a PhD just for the sake of a degree. "Having a PhD was not the sine qua non of teaching for Frye. Good teaching was the thing."

Over the years, many universities attempted to entice Frye away from U of T. He said he seriously considered them but rejected all: "Some of them involved very serious and in fact even agonizing decisions, and the thing that began to grow in my mind as I went on was a feeling, first of all, what

**T**HE UNDERGRADUATE  
LEVEL IS WHERE  
"MINDS ARE BEING OPENED  
AND ADMITTED TO WHAT I'VE  
ALWAYS CALLED THE  
ENGINE ROOM OF  
SOCIETY."



teaching undergraduates. The undergraduate level is where the action is, he said. "That's where the minds are being opened and admitted to what I've always called the engine room of society, where all the working is going on. And I feel that the graduate school is a place where the good people ought to be teaching themselves anyway, and it's also very highly pluralistic and specialized, also competitive in these days, cutthroat competition. So I find the undergraduate classroom really the educational centre."

His students were always amazed that he could teach his classes without any notes. Shortly after he started teaching, he decided he would not write any notes for a class until after he had given the lecture.

**F**rye's genius revealed itself at an early age. By the time he was three he could read and play the piano. At four, he carried around a copy of *Pilgrim's*





Painting of Northrop Frye by Douglas Martin, 1972, located in the main reading room of the E.J. Pratt Library

religion am I closest to? Well, the United Church of Canada. What political party do I feel most in sympathy with? The CCF, later the NDP. Neither of those can be translated into American terms directly. And then, later on, when I became a better known public figure, I began to realize that there would be some feeling of resentment in Canada if I left, and I couldn't let that influence me beyond a certain point, but the feeling that there would be a certain betrayal to my leaving had as its flip side the feeling that I was making a contribution here, that I had a function here which I would not have had somewhere else. I also went through a period which impressed me a great deal when I was principal of Victoria, when so many young people, academics who had gone from Canada to the United States, how desperately they wanted to come back again."

Frye received numerous awards over his lengthy career including a Guggenheim fellowship in 1950, the \$15,000 Molson Prize by the Canada Council in

1971 and the Governor-General's Award for non-fiction for *Northrop Frye on Shakespeare* in 1986. He was named a fellow of the Royal Society of Canada in 1951, a foreign honorary member of the American Academy of Arts & Sciences in 1969 and a companion of the Order of Canada in 1972.

As a departure from his academic life, he served on the Canadian Radio-television & Telecommunications Commission from 1968-77. "I've always been a bit of a pushover for anything that can be sold to me as public service. That was why I stayed for nine bloody years on the CRTC."

Frye was a prolific writer, having published more than 20 books. The major four are *Fearful Symmetry: A Study of William Blake* (1947),

hailed as the most important book ever written on the poet, *Anatomy of Criticism* (1957), which revolutionized literary criticism, *The Great Code* (1982) and *Words with Power* (1990)—two works on the Bible and its influence on western literature. A third volume, *The Double Vision*, is due out this spring.

**"I AM TOLD I AM  
DIFFICULT TO TALK  
TO AND, NO DOUBT,  
I AM."**

## REFLECTIONS

### *Frye on Canada, education and literature*

Northrop Frye wrote more than 20 books, hundreds of essays and articles and gave dozens of interviews during his long academic career. In the following excerpts he expresses his opinion on a variety of topics.

**Canadian geography:** "Canada has, for all practical purposes, no Atlantic seaboard. The traveler from Europe edges into it like a tiny Jonah entering an inconceivably large whale, slipping past the Strait of Belle Isle into the Gulf of St. Lawrence, where five Canadian provinces surround him....To enter the United States is a matter of crossing an ocean; to enter Canada is a matter of being silently swallowed by an alien continent." (*The Bush Garden: Essays on the Canadian Imagination*, 1971)

◆ ◆

**Literary standards:** "In surveying Canadian poetry and fiction, we feel constantly that all the energy has been absorbed in meeting a standard, a self-defeating enterprise because real standards can only be established, not met. Such writing is academic in the pejorative sense of that term, an imitation of a prescribed model, second-rate in conception, not merely in execution." (*The Bush Garden: Essays on the Canadian Imagination*, 1971)

◆ ◆

**Literary medals and awards:** "Canada is not a bad environment for the author, as far as recognition goes; in fact the recognition may even hamper his development by making him prematurely self-conscious. Scholarships, prizes, university posts, await the dedicated writer: there are so many medals offered for literary achievement that a modern Canadian Dryden might well be moved to write a satire on medals, except that if he did he would promptly be awarded the medal for satire and humor." (*The Bush Garden: Essays on the Canadian Imagination*, 1971)

◆ ◆

**Toronto:** "Toronto is the world's best town to mind one's business in...There's security in a place that leaves you alone." (*The Varsity*, Feb. 21, 1952)

◆ ◆

**Education and the humanities:** "Authority in the humanities comes from certain great artists who always have been and always will be models of the highest possible achievement in their fields, classics as we call them. Others may come who will equal them, but no one will ever improve on them....Authority in the sciences is impersonal, and comes from the subject itself; authority in the arts is personal, and derives from the individual genius. It is not much wonder, then, that in periods of peace and prosperity, when everyone has the feeling of progressing very quickly to some highly desirable goal, the humanities should be neglected as outmoded and reactionary, and the sciences cultivated because they develop and advance." (*United Church Observer*, Aug. 1, 1947)

◆ ◆

**Canadian unity and identity:** "...in Canada they are perhaps more different than they are anywhere else. Identity is local and regional, rooted in the imagination and in works of culture; unity is national in reference, international in perspective, and rooted in a political feeling...a sense of unity is the opposite of a sense of uniformity. Uniformity, where everyone 'belongs,' uses the same clichés, thinks alike and behaves alike, produces a society which seems comfortable at first but is totally lacking in human dignity. Real unity tolerates dissent and rejoices in variety of outlook and tradition, recognizes that it is man's destiny to unite and not divide, and understands that creating proletariats and scapegoats and second class citizens is a mean and contemptible activity. Unity, so understood, is the extra dimension that raises the sense of belonging into genuine human life. Nobody of any intelligence has any business being loyal to an ideal of uniformity: what one owes one's loyalty to is an ideal of unity, and a distrust of such a loyalty is rooted in a distrust of life itself." (*The Bush Garden: Essays on the Canadian Imagination*, 1971).

◆ ◆

**The Bible and English literature:** "The Bible has been a central element in our cultural heritage. It's referred to so often and alluded to so constantly in English literature that a student who doesn't know the Bible very often doesn't know what in hell's going on in English Literature. He can't construe the meaning, even." (*Vic Report*, Vol. IX, No. 3, 1981)



## Contributing visible support

DOROTHY OVERALL, associate registrar of University College, is treasurer of the Committee on Homophobia and a reminder that you don't have to be homosexual to recognize the difficulties gays and lesbians experience. Opened eyes are enough.

She was born in Toronto 65 years ago and learned at an early age that people have hidden lives: her father was a supporter of the Cooperative Commonwealth Federation (CCF) but didn't want anyone to know because he feared it could cost him his job. She dreamed of going to University College after completing her final year of high school in 1943 but followed a more conventional path and became a typist.

At 21 she married, moved to Scarborough and had three children: one girl and two boys. When her youngest was six years old she took a part-time job in a doctor's office. By then her daughter who was 15 years old had started to develop some very firm ideas about the role of women in society. Had Overall been a strict adherent to the apron-clad homemaker model of the 1950s, these feminist views could have been a threat. But bolstered by her CCF-NDP leanings she chose to go through the 70s on her daughter's side welcoming the experience as an opportunity to grow. In 1972 she enrolled at UC as a part-time student and two years later had a part-time job in the UC registrar's office. She was where she wanted to be and completed a four-



HOMA FANIAN

year BA in French and history and a graduate diploma in translation from Woodsworth College. In 1988 she was appointed associate registrar.

A year ago she went to a meeting of the Committee on Homophobia. She knew Professor David Rayside of the Department of Political Science at UC,

coordinator of the committee, and told him she supported the group's work but did not know how she could contribute. He suggested she become treasurer and now she attends every meeting, delivers her report and listens with admiration to the other members as they speak about the work they are doing. Last

week on Lesbian and Gay Jeans Day she showed her support by wearing denim – but as a shawl because she feels uncomfortable in jeans.

When I asked her why she chose to work with this group over others she said she wanted to be "visible as someone from the registrar's office, to show there are people in the bureaucracy who are interested in these problems and are sympathetic."

There are other reasons. Her daughter was harassed for her feminist views and Overall has friends who are lesbian. One, who is "very out," has made her aware of those who stay in the closet because they are afraid. "It's not fair," she said.

The framed photos of Overall's five grandchildren and the small landscape paintings on the wall of her tidy office are in harmony with her careful manner. She has never written a letter to the editor, never spoken in public and is not one to rant and rave, except, she said, when she joins the crowds in pro-choice abortion rallies and marches on International Women's Day.

In December she retires reluctantly from U of T and hopes to find another paying job, perhaps as a counsellor. She would also like to do more work for the Older Women's Network, the pro-choice movement and transition houses for women. "I'm getting over my fear of being visible. Maybe I've got something to contribute," she ventured.

## DARING DESIGN

*IMS makes an impact with innovative U of T technology*

BY CAROLYN MEREDITH

Last fall IMS Creative Communications, the in-house media facility located in the Medical Sciences Building, won three awards from the University & College Designers Association for work designed and produced by IMS for the University.

On Sept. 30 IMS received the award of excellence for a brochure designed to highlight all areas of research at the University. The cover features an image of a nerve cell reproduced and enhanced on the "world's first general purpose volume-investigation workstation, created by a research team at Playfair Neuroscience Unit."

The nerve cell was treated with a chemical solution and sliced into sections one-tenth of a micron thick. Each section was photographed using an electron

microscope. The "micrographs" were then digitized and scanned into the computerized imaging system, where the image was reassembled. The workstation, now called the ICAR 80.8 imaging system, has been sold to more than 30 hospitals and research centres around the world.

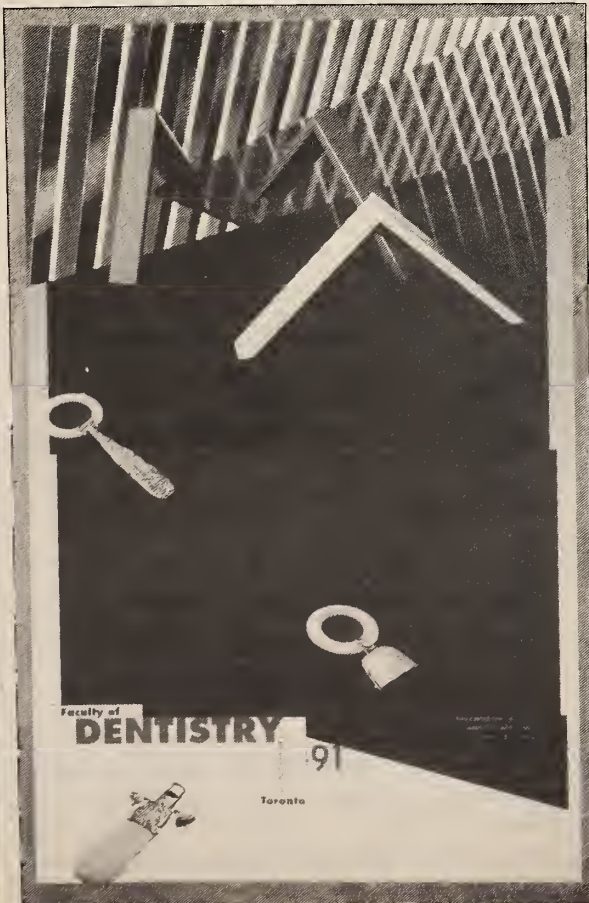
IMS also received the gold medal for The Lean Machine, a calorie counter developed with data provided by U of T nutritionists and fitness consultants. The Lean Machine was first designed 15 years ago for the Heart & Stroke Foundation, said Tiiu Kask, senior

account manager for IMS. The calorie counter's design was recently updated with more current information. Kask said that The Lean Machine was the most unusual entry in the design contest.

IMS won the silver medal for a dentistry admissions poster designed for the Faculty of Dentistry. The poster features antique sterling silver and mother-of-pearl teething rattles on display at dentistry. The rattles are featured with contemporary photography which makes up the background of the poster. The poster establishes the contrast between the history and traditions of the faculty with its contemporary viewpoint.

The IMS designers were the only Canadians to win awards at this year's ceremony. The IMS entries were very different than their American counterparts. Kask said they were "more involved aesthetically." The Canadian photography was more complex as well. IMS uses a number of unique composites and angles to create their contemporary designs, she says.

IMS has evolved from a small U of T department responsible for producing the graphs and charts used for instruction in the Faculty of Medicine to a graphic design facility recognized across North America.



COURTESY IMS CREATIVE COMMUNICATIONS



# University of Toronto

## Employment Equity

Office of the  
Employment Equity  
Co-ordinator

November 22, 1990

## Annual Report 1989 - 1990

### Introduction

The University's Employment Equity Policy was approved by Governing Council in March of 1986. While it replaced and considerably updated the Equal Opportunity Policy of 1976, it did reaffirm the University's commitment to equal opportunity in employment. Employment Equity goes farther than just equality of opportunity though, placing the focus on equality of results by removing any obstacles that may exist to equality of opportunity.

In September of 1986 the University became a signatory to the Federal Contractors Program (FCP). It is this participation which allows the University to continue to bid on federal contracts over \$200,000. In becoming a participant, the University certified its commitment to implement employment equity in accordance with eleven criteria. A list of those criteria is attached as Appendix "A".

In the Fall of 1988, the University's Employment Equity Action Plan was released, signalling the University's continuing and increasing commitment to the achievement of employment equity. It defined the means by which the University would implement employment equity. The Action Plan is attached as Appendix "B". Since many of the initiatives the University would undertake were also found in the FCP criteria, it was appropriate to incorporate them in the Action Plan. In the Fall of 1989, the Annual Report — 1988 - 1989 was released. One should refer to these documents for a fuller description of past employment equity initiatives.

The University has reporting obligations to all three levels of government:

- Federal — In January of 1990, President Connell was advised by the Director General of the Employment Equity Branch of the Canada Employment and

Immigration Commission (CEIC), that the University of Toronto had been randomly selected for a compliance review under the FCP. A compliance review requires the submission of a full and detailed report on the University's initiatives, past and planned, to implement employment equity pursuant to the FCP criteria.

- Provincial — The provincial government has to date only required statistics on hiring by male and female for each of twelve occupational groups. Provincial requirements for implementing and reporting on employment equity are expected in the near future, but it is not known whether they will have the same focus and form as the requirements of the other two levels of government.

- Municipal — In December of 1989 the first report for the City of Toronto's contract compliance program was submitted. The requirements and report formats were similar to those required for the FCP. The next report is due in two years' time. Following an analysis of the 1989 and 1991 reports of all City contractors and an assessment of progress in achieving employment equity, the City will determine the direction its program should take.

Employment equity is about change and there will be varying degrees of understanding or readiness to accept it. The University's primary purpose relates to the acquisition, enhancement, preservation and transmission of knowledge and to fulfill this purpose, it must attract the best and brightest students, faculty, librarians and administrative staff. To attract the best and the brightest, the University must reach out to all communities, drawing its students and staff from every part of society, maximizing the benefits to be gained from a diverse and heterogeneous University community.



# Report

As indicated earlier, many of the initiatives the University has taken and will take to implement employment equity are requirements pursuant to the eleven FCP criteria. Since the current focus is to prepare for the FCP compliance review, this report has been organized by groupings of the criteria. Coming into compliance under the FCP will allow us to complete all steps of the Action Plan.

Shortly after notification of the University's selection for compliance review, the University's Employment Equity Co-ordinator met with the Compliance Review Officer. At that meeting, the University's initiatives to implement employment equity were presented and reviewed. The Review Officer then provided the University with his assessment, stating our shortcomings and outlining the steps we must take to be found in compliance at the final review, some ten months later.

## Criterion 1:

**Communication by the President to the University community of the commitment to achieve equality in employment through the design and implementation of an employment equity plan.**

A key means of communication is through an Employment Equity Policy. One of the primary requirements for the compliance review is to update and expand the University's 1986 Employment Equity Policy. The definition or concept of employment equity has evolved to be more than just a commitment to giving people an equal opportunity, but requires a pro-active approach to the removal of any obstacles that may exist to equal opportunity. The Policy must also be expanded to replace the current focus on women with a focus on the four designated groups of the FCP: women, Aboriginal people,

members of visible minorities and persons with disabilities. The Co-ordinator has begun work on redrafting the Policy.

The requirement for ongoing communication about employment equity was also singled out by the Review Officer as needing attention. Senior level commitment to employment equity must continue to be highly visible and consistent and be communicated to all staff groups. Leadership by and example from the top are critical. Evidence of commitment must also come from all senior administrators, both academic and administrative division heads.

The Co-ordinator has also provided extensive communication and education about employment equity. She has been involved annually in the Fall orientation for newly appointed academic administrators. Each year a bigger time slot has been afforded the Co-ordinator, recognizing the significance that employment equity has for the University's administrators and managers. At various times during the year, the Co-ordinator was invited to make presentations at divisional or departmental meetings, and to campus interest groups. These meetings have been at all three campuses, St. George, Erindale and Scarborough. The Co-ordinator has also liaised between the University and the two St. George and one Scarborough day care centres. Work with Erindale on a day care centre is progressing, albeit slowly. In mid-June, the Co-ordinator had a major role in two training days for the Facilities and Services Department on managing performance. The specific topic addressed was building and maintaining a fair and equitable climate.

## Criterion 2:

**Assignment of senior personnel with responsibility for employment equity.**

The Compliance Review Officer was satisfied with the assignment of senior personnel responsible for employment equity.

## Criterion 3:

**Collection of information on the employment status of designated group employees, by occupation and salary levels and in terms of hiring, promotion and termination in relation to all other employees.**

## Criterion 4:

**Analysis of designated group representation and distribution within the University in relation to their representation in the supply of qualified workers from which the University may reasonably be expected to recruit.**

Internal analysis of the University is necessary to plan future initiatives. One aspect of this analysis must be quantitative, an analysis of the University's workforce composition by designated group. Knowledge of the composition of the workforce is necessary to assess how representative it is of external labour pools.

The Employment Equity Workforce Survey was conducted in the Spring of 1989. The self-identification process is fully described in last year's Annual Report. The results published in that report were based on the 63% initial response rate. In the Fall of 1989 the Co-ordinator contacted those who had not yet completed their questionnaires, requesting their response. This follow-up increased the overall response rate to 79%. The response rates by division are attached as Appendix "C".

Since the initial survey, all new staff are being given a copy of the survey kit during their orientation and asked to

complete the same questionnaire. Adding new staff data and deleting data of those who leave the University enables the University to maintain a current and accurate picture of its workforce without having to repeat the survey. Up-to-date data on the workforce also allows the Coordinator to track those receiving promotions, to assess whether they are properly representative of those in the overall workforce who receive promotions.

A chart showing the response rate by staff category and a summary of the representation of designated group members at the University is attached as Appendix "D". Data on designated group representation in the external workforce are provided for comparison. More detailed analyses of response rates are attached as Appendix "E". In that Appendix, there are four reports: one for all staff and one for each staff group (faculty and professional librarians, non-union administrative staff and unionized staff).

Data on designated group distribution within the University's workforce and average salary levels are included as Appendix "F". A breakdown by staff category for the first three occupational categories has also been included. In preparing these tables, all data from the employment equity workforce survey results have been aggregated, such that no individual or information about any individual can be identified. Where values being reported are less than three, the data have been suppressed to protect confidentiality.

## Criterion 5:

**Elimination or modification of any human resource policies and practices, whether formal or informal, shown to have or likely to have an unfavourable effect on the employment status of designated group employees.**

The second aspect of the internal analysis of the University must



be qualitative, an analysis of the University's employment systems. Knowledge of the employment systems is necessary to identify potential barriers to the participation and advancement of designated group members. In the Spring of 1990 the Co-ordinator formalized the process to review the University's employment policies and practices. The Co-ordinator requested the directors of the Human Resources Department and the Office of the Vice-President and Provost to provide her with a preliminary analysis of all policies affecting the recruitment, selection, promotion, and terms and conditions of employment, including training, development, compensation and termination of academic, administrative and unionized staff. The Co-ordinator arranged training sessions on undertaking such a review by a consultant from the FCP branch of CEIC.

The preliminary analysis and a report to be written by the Employment Equity Co-ordinator are phase 1 of the review. The report will briefly describe the various policies and identify potential barriers to the participation and advancement of designated group members, and possible solutions, if required. An example with respect to administrative staff might be the unintentionally discriminatory effect of setting a "culturally" specific educational qualification, such as Grade 12, a level perhaps not recognized outside North America. The solution might be to change the requirement to "Grade 12 or the equivalent education and experience."

Phase 2 will be the release of the report to the community during the 1990-91 academic year. Comments will be invited from the community at large, and, specifically, from staff associations and unions. Comment from the community is needed to identify the application or practices related to the policies. Phase 3 will consist of an analysis of the comments by an employment equity committee. The Co-ordinator will develop recommendations for the elimination or modification of policies or practices shown to present barriers to the participation and advancement of designated group members.

## Criterion 6:

### **Establishment of goals and timetables for the hiring, training and promotion of designated group employees.**

The achievement of a representative workforce involves the setting of goals and timetables for the hiring, training and promotion of designated group members. The results of the quantitative and qualitative analyses of the University can identify possible problems and successes regarding the representation and distribution of designated group members, and indicate if and where barriers may exist. More importantly, the results establish the baseline against which to measure progress and provide the context and rationale for setting the goals.

## Criterion 7:

### **Establishment of a work plan for reaching each of the goals in criterion 6 above.**

## Criterion 8:

### **Adoption of special measures to ensure that the goals are achieved, including the provision of reasonable accommodation as required.**

## Criterion 9:

### **Establishment of a climate favourable to the successful integration of designated group members within the University.**

The core of the compliance review is the establishment of a workplan. The workplan will detail programs and activities by which to achieve the goals set, identify the offices responsible for the programs and activities and set timetables for accomplishing them. The programs will include the provision of reasonable accommodation, as required. It is also critical to ensure the establishment of a climate favourable to the successful integration of designated group members into the University. For example, all staff holding

supervisory positions must assume responsibility for achieving employment equity by encouraging behaviour, language and attitudes which can create a supportive and appropriate environment for employment equity. This includes something as simple as discouraging racist or sexist jokes.

## Criterion 10:

### **Adoption of procedures to monitor the progress and results achieved in implementing employment equity.**

Procedures will be developed to monitor and evaluate the University's progress in implementing the workplan programs and activities. Evaluations of the results achieved will indicate any adjustments and refinements that may be needed. Also, goals will be reviewed and revised as appropriate, on an annual basis.

The Co-ordinator will present annual Employment Equity Reports, informing the University community about the progress and results in implementing employment equity, and about specific upcoming initiatives.

## Criterion 11:

### **Authorization to allow representatives of the Canada Employment and Immigration Commission access to the business premises and the records noted in criterion 3 above in order to conduct on-site compliance reviews for the purpose of measuring the progress achieved in implementing employment equity.**

The Compliance Review Officer has been assured that he will be given access to documents and information associated with the University's employment equity initiatives. Arrangements will be made for him to review the relevant documents and to meet with senior administrators and members of the University community.

# Major projects for 1990-91

- 1) Complete revision of the 1986 Employment Equity Policy.
- 2) Complete the report on the assessment of employment policies and release it to the University community for comment. Review the community comments, and develop recommendations for policy revisions.
- 3) Propose University-wide goals necessary to achieve a representative workforce.
- 4) Develop a workplan to achieve the goals.
- 5) Prepare and submit the compliance review report to the federal government and meet with the Compliance Review Officer to finalize the University's review.

Mary Lynne McIntosh  
Employment Equity Co-ordinator  
November 22, 1990



## Appendix "A"

**The 11 criteria for implementation of employment equity under the Federal Contractors Program, upon which the University of Toronto will be assessed by the Canada Employment and Immigration Commission during the compliance review:**

1. Communication by the President to the University community of the commitment to achieve equality in employment through the design and implementation of an employment equity plan.
2. Assignment of senior personnel with responsibility for employment equity.
3. Collection of information on the employment status of designated group employees, by occupation and salary levels and in terms of hiring, promotion and termination in relation to all other employees.
4. Analysis of designated group representation and distribution within the University in relation to their representation in the supply of qualified workers from which the University may reasonably be expected to recruit.
5. Elimination or modification of any human resource policies and practices, whether formal or informal, shown to have or likely to have an unfavourable effect on the employment status of designated group employees.
6. Establishment of goals and timetables for the hiring, training and promotion of designated group employees.
7. Establishment of a work plan for reaching each of the goals in criterion 6 above.
8. Adoption of special measures to ensure that the goals are achieved, including the provision of reasonable accommodation as required.
9. Establishment of a climate favourable to the successful integration of designated group members within the University.
10. Adoption of procedures to monitor the progress and results achieved in implementing employment equity.
11. Authorization to allow representatives of the Canada Employment and Immigration Commission access to the business premises and the records noted in criterion 3 above in order to conduct on-site compliance reviews for the purpose of measuring the progress achieved in implementing employment equity.

## Appendix "B"

### Action Plan

#### Phase I - Institutional Readiness

##### Step 1: Preparation

- Establish senior level commitment
- Develop an Employment Equity Policy
- Assign senior staff and resources
- Establish communication resources
- Establish agreed-upon criteria for success

##### Step 2: Analysis

- Conduct workforce survey to collect human resources information
- Evaluate current workforce information
- Review formal and informal human resources employment policies and practices to identify barriers to employment equity

#### Phase II - Assessment and Implementation of Change

##### Step 3: Development of the Employment Equity Plan

- Establish University employment equity objectives
- Identify a framework within which to translate University objectives into goals and timetables
- Design new or modified human resource employment policies and practices to correct identified barriers to employment equity
- Develop special measures and reasonable accommodations
- Determine monitoring and accountability mechanisms

##### Step 4: Implementation

- Assign divisional responsibility and accountability
- Support implementation of the Employment Equity Plan with continuing communication strategy

#### Phase III - Maintenance of Change

##### Step 5:

##### Evaluation and Monitoring

- Report on progress to the community, and externally, as required
- Establish feedback and problem-solving mechanisms
- Carry out regular orientation and training programs for supervisors
- Maintain and update human resources information
- Make adjustments and refinements to program as required





## UNIVERSITY OF TORONTO THE GOVERNING COUNCIL

# Report of the Budget Committee on the Review of the Long-Term Budget Plans of the Academic Divisions

January 1991

*The following report of the Budget Committee was presented to the Academic Board at its meeting of January 17, 1991, and is reproduced here for the information of the University community. The report is based on a review, conducted by the Budget Committee during the fall of 1990, of the long-term budget plans of the academic divisions. It should be noted, however, that many of these plans are still in an early stage of development. The particulars of the plans remain under active consideration and will require further discussion in the divisions and at the University level. It is possible that in some cases alternative strategies will be found to achieve the budget cuts called for in the Long-Range Budget Guidelines approved by Governing Council in March of 1990.*

Professor Joan A. Foley  
Vice-president and provost

Professor Adel S. Sedra  
Chair, Budget Committee

### Introduction

In March of 1990, the Governing Council approved the Long-Range Budget Guidelines for the period 1990-91 to 1995-96. This was a departure from the usual practice of annual guidelines. The new method was intended to allow the implications of underfunding to be spread over a longer period of time and would provide the opportunity to try new strategies that could not be implemented successfully in a single year. While acknowledging the need for the long-range plans, the Academic Board was very concerned about the ultimate effect of the implementation of the cuts on the academic enterprise.

In April of 1990 the following notice of motion was presented to the Academic Board:

That an *ad hoc* committee of the Academic Board be struck to monitor the consequences of the Long-Range Budget Guidelines; this committee shall have the mandate to require academic divisions of the University to submit to it, in writing, a report of cuts in their operations, programs or staff that are imposed in order to implement the Guidelines, together with an assessment of the effects of these cuts both on the division in question and on other divisions of the University. . .

The notice of motion was referred to the Budget Committee which concluded that the task proposed was a very important one and should be done. However, the Budget Committee believed that it should carry out the task itself rather than assign it to an *ad hoc* committee. The Academic Board agreed.

The Budget Committee has been meeting in special sessions throughout the fall term. This report explains what we have done and what we have learned from the divisions about their plans. It contains information about the global picture if the individual plans are implemented as presented to us. Our mandate was to monitor the consequences of implementing the Long-Range Budget Guidelines, not to approve individual budget plans. While we have indicated some general matters of concern, we have not undertaken to pass judgment on the merit of the individual plans.

### The Review Process

In preparation for the application of the

Long-Range Budget Guidelines to her portfolio, the Vice-President and Provost, Professor Joan Foley, asked each division head to prepare a six-year budget plan on the basis of varying levels of proposed cuts. It was agreed by the Committee that these plans would be a very good starting point for the Committee's work.

Accordingly, it was agreed that we would meet with every division head individually to review his or her plan and to hear first-hand what the effects of the budget cuts would be. The meetings with division heads took place within a series of eight meetings of the Committee, usually on Wednesday evenings, in the period from October 10th to December 5th. We held an additional three formal meetings and a number of informal meetings to discuss the drafting of our report. The schedule of the Committee's meetings is in Appendix "A".

The Committee recognized that much of the material it would receive would be highly sensitive. Plans were not final and might contain recommendations that would directly affect individual staff members. Because of this, and because of a desire to have as frank and full a discussion with division heads as possible, the Committee agreed that it would meet *in camera* and that all discussions and all documents submitted to it would be considered confidential.

Our meetings with division heads all followed the same pattern. The division head was sent a letter prior to the meeting outlining the types of questions in which the Committee was interested (the text of the letter is in Appendix "B"). Members received from Professor Foley a summary of each division's budget plan based on the cut tentatively assigned to it. Each division head was given a few minutes at the beginning to highlight his or her plan following which there was an opportunity for questions and discussion. To help focus discussion, two of our members were assigned to each division and asked to familiarize themselves with the particulars of the plan.

Other documentation available to the Committee included enrolment data, Instructional Activity Indices, and staff complement data. At one of our meetings Dr. D. W. Lang, Assistant Vice-President (Planning) and University Registrar, and Mr. M. England gave a presentation explaining the workings of the government's funding formulas since 1987.

The Provost as a member of the Committee was able to hear first-hand the Committee's reactions to the plans of each division. The Committee responded to the plans by asking questions; frequently, it was stimulated to make comments and observations, and even suggestions. This feedback will be provided to the division heads individually by the Provost and, it is hoped, will help to improve the plans.

### Observations on the Divisional Plans

The Committee was presented with long-range plans for the various faculties, colleges and schools and the University of Toronto Library. The process which led to the development of these plans was initiated by a request from the Provost to the head of each division to prepare a plan for reduction to base budget by 1995-96 in the amounts of each of 2 percent, 5 percent and 10 percent of the 1990-91 relevant base for the division (the 1990-91 relevant base budget is that portion of the 1989-90 budget which is not protected against cuts). After receipt of these plans, or in some cases, after preliminary discussions, the division heads were asked to focus on more specific targets. The target reductions against which divisions were asked for more specific plans ranged from 0 percent to 10 percent by 1995-96. It should be noted that the planning period specified in the Long-Range Budget Guidelines, and, therefore, the long-range target reduction, includes 1990-91, for which budget reductions have already been implemented. Therefore, the actions taken by the divisions in the preparation of the 1990-91 budget were described to the Committee along with those which are proposed for the remaining years of the planning period.

Table 1 (see page 2), displays for each division the 1990-91 relevant base budget, which is the starting point for the reductions (see column 1), along with the long-range targets against which the plans reviewed by the Committee were prepared (see column 2). The plans were presented with changes expressed in 1990-91 dollars throughout.

The changes listed in Table 1 are working figures and do not represent guaranteed minimum base budgets for the divisions for 1995-96. While the Long-Range Budget Guidelines call for the establishment of guaranteed minimum base budgets, both the Provost and the Budget Committee are of the view that it

would be premature to do so at this time. It is as yet very early in the planning period to assess progress towards the University income targets assumed by the Long-Range Budget Guidelines. If these income targets are not realized approximately in accordance with the time schedule projected, larger expense reductions may be necessary.

The status of divisional plans varies considerably, and in some cases further work is required before it can be established that the plan is a viable basis on which to proceed. Further, some of the actions contemplated by divisional budget plans will require approval by divisional councils and/or by committees of the Governing Council.

Taken together, the current plans of the academic divisions result in the removal from base of a total of over \$15.5 million (in 1990-91 dollars) over the six years 1990-91 to 1995-96. Of this total, approximately \$10.9 million comes from academic salaries, including full and part-time positions, stipendiary and teaching assistant accounts, and savings realized by replacement of senior faculty at junior levels. Approximately \$2.9 million comes from non-academic salaries, mainly achieved through attrition. Approximately \$1.7 million comes from all other sources, including non-salary expense reductions, increased divisional income and recoveries.

Over the five years of the plan which remain ahead, a total of \$2 million (in 1990-91 dollars) is required in base to provide for new initiatives to which we are committed (see column 3 of Table 1). These requirements include funding for new programs already approved and for measures to strengthen the programs in several small faculties. A number of deserving requests, either for support of new initiatives which divisions wish to incorporate into their plans, or for relief from the impact of the reductions, are not met at the present time and are not reflected in the tabulation above.

As well, approximately \$1.3 million is provided in the Enrolment Contingency for addition to divisional base budgets on behalf of permanent enrolment increases agreed upon in connection with negotiation of the University's new funding corridor (see column 4 of Table 1).

In establishing the target reductions for divisional planning, the Provost took into consideration a number of factors. First, it was felt to be necessary that the target for



the large divisions be not less than 5 per cent; otherwise it would not have been possible for the Provost to achieve the global reduction for her envelope. In the large divisions, differentiation should occur within the division according to the judgment brought to bear by the dean or principal. In relation to the small divisions the Provost exercised considerable discretion in allocating target reductions. Second, the resources available to a division in relation to its ability to meet its obligations to the academic programs without unacceptable loss of quality were taken into account. Third, in some cases, the reduction which could be achieved was constrained by the lack of scheduled, unbridged<sup>1</sup> retirements from the tenured ranks. Another constraining factor was the need to maintain course offerings required for the accreditation of certain professional programs.

In the teaching divisions, the dominant strategy for budget reduction is reduction of the academic staff, to be achieved in large part through the non-replacement of tenured faculty upon retirement. If the plans are implemented as currently presented, there will be a net reduction in the number of full-time faculty positions throughout the University (excluding clinical medicine)<sup>2</sup> of approximately 95<sup>3</sup>. During the same period over 60 additional faculty positions that will be vacated by retirement from the professorial ranks will not be replaced by new hires at that time, these being the bridged positions referred to above. In effect, the University will have about 155 fewer full-time faculty (leaving aside clinical medicine) by 1995-96 than are here currently. While the bridged retirements have already been "replaced" and their departure will not therefore result in a reduction to the planned complement, the divisions will nevertheless have adjustments to make since for the five years preceding the retirement both individuals will have been active in the teaching and research programs. In quite a few cases it had been hoped that the soft money appointment would in fact become a permanent addition to complement, consistent with divisional plans.

The choice of academic complement reduction as the dominant strategy for this planning period is readily understandable when one remembers that the cuts for which we are now preparing follow a very long period of underfunding during which

budgets have had to be reduced in most years. Chart 1 (see next page) shows the annual budget reductions which the University has made over the 14 years which preceded the Long-Range Budget Guidelines together with those prescribed for the period covered by the Guidelines. In making reductions in the past, the priority of divisional leaders has generally been to maintain the academic complement. Consequently, non-salary accounts have already been depleted to such an extent that most division heads now find it unacceptable to make reductions in these areas over the coming period. Many also view it as critical to retain the administrative staff complement at or close to current levels in order to provide the necessary support to the teaching program. Recovery of administrative staff salaries from grants and contract overheads and by charging out their services is already common practice in many departments and divisions. It will increase further during the coming period, depending upon the opportunity available.

Although some of the decisions to plan for non-replacement of teaching staff are related to program excision, for the most part the decisions arise from opportunity rather than from strategic academic choices. Some divisions hope to redress the most damaging losses by reallocation of vacancies arising from other terminations (death, disability, resignation) as they occur, by encouraging early retirements and voluntary severances, or by attracting other sources of funds. One large division proposes that transitional funding be provided to enable a number of appointments to be made during the period of the long-range plan, to be bridged against retirements in 1996.

It is essential to maximize the possibility of achieving the necessary reductions in ways which will be consistent with academic planning considerations, rather than simply with fiscal opportunity. To assist in achieving this, the Committee sees the need for flexible and creative policies in relation to the retirement and voluntary severance of tenured faculty.

Although only a few programs have been slated for excision to date, the Committee is convinced that teaching staff reductions of the order contemplated will in fact have serious impact on many others. In some large divisions these effects have yet to be fully analyzed and the probability is that more

programs than have yet been identified will be rendered non-viable and that further excisions will be necessary. In others cases the reductions in course options available are expected to reduce the attractiveness of the program to students and to increase class size. Several large divisions are taking steps to offset partially the deleterious effects of the reduction in the number of teaching staff on the undergraduate program by more fully involving the members of some departments which currently have low enrolments.

Enrolment management is one strategy which the University may very soon be in a position to deploy to assist the academic divisions in their adjustment to the budget reductions. Once our enrolment has achieved the mid-point levels agreed upon in corridor negotiations, which may be as soon as in the current year, there is the possibility of selective enrolment reduction provided that we remain within the corridor. A strategy of selective enrolment reduction could be employed to the benefit of departments or divisions with high student-faculty ratios, and/or to reduce enrolment in programs with high marginal costs.

In relation to the academic programs, the impact of the reduction in tenured professorial staff is likely to be greatest for graduate programs, particularly doctoral programs and those masters programs which involve thesis supervision. In most divisions where replacements for retirements are planned the budget will permit hiring only at the junior level, in which case it will be some time before such staff will participate fully in graduate supervision. These measures have the potential to reduce the numbers of graduate students which can be accepted into research-based programs. If this results, it will be counterproductive not only in terms of the University's stated goal of increasing its role in graduate instruction, but also in terms of the national need to produce graduates of doctoral programs who will be qualified to enter the professorial ranks in the late nineties, when shortages of such people qualified to replace retiring faculty are projected. From this point of view, the various bridging programs to which we have had access in the past have been most helpful. Many of those appointed under those arrangements have now matured to the point that they are able to make a full contribution to the graduate program. To the extent that faculty complement reductions have been made in the past, these bridging programs have softened their impact. For the period ahead, however, reductions in this area will be much larger than ever before and there currently are no similar programs of comparable scale. If the University could now obtain new bridging funds to permit early replacement of future retirees, there could be a very important further positive impact.

A further and potentially even more significant concern arising from the projected shortage of qualified applicants for professorial appointments in the period beyond the current plan is the intensely competitive environment in which the University will have to recruit replacements for the projected numbers of retirements. This underlines further the importance of seeking and securing bridging funds from government and other sources so that recruitment can be undertaken under more favourable circumstances. At least as important will be the development of hiring, compensation and personnel policies that will have the flexibility to facilitate the recruitment and retention of highly qualified staff in fields in high demand in such an environment.

During the past six months various inter-divisional discussions have been initiated which may contribute to the ability of the University to protect or improve the academic programs during the period of reduction, or at least to avoid unnecessary duplication. To cite a particularly significant example, the University has considerable human, capital and other resources in the areas of environmental science, environmental studies and natural resource management. However, the resources are currently not well matched with student enrolment which is sometimes concentrated in programs which are not well supported. Further, there is a concern that the array of

programs offered is not well co-ordinated and that the University's visibility in this area to government, industry, prospective students and the general public is not commensurate with the resources which are to be found here. Following a one-day retreat in the summer, the Provost appointed a working group which is expected to bring in recommendations in the spring of 1991.

Increased divisional income features to a significant degree in the planning of one division, which proposes that by expanding the range of programs offered on a self-funded basis, it can contribute to the budget reduction and also put its publicly funded programs on a more satisfactory footing. This plan is undergoing further analysis and consultation, both within the division and with other divisions to which it contributes teaching. With this one exception, the projection of increased divisional income is not as aggressively featured in the plans as the Long-Range Budget Guidelines foresaw. The Guidelines indicated that "in the case of proposals to attract additional funding from divisional income, transitional funding might function essentially as venture capital", this "venture capital" to be provided from a central fund. Nevertheless, proposals to attract additional funding from divisional income do not feature at all in the current plans of many divisions. Some deans have indicated that they are concerned that the reduction in numbers of professorial staff, along with economic and other factors, may prevent such increases or even lead to reduction in the current level of income, particularly as it arises from overhead on grants and contracts. Some may be cautious because of lack of experience in this area. There may also exist a degree of suspicion that exposure in the plan of high income potential might attract larger target reductions. The Committee believes that incentives in this area must be carefully structured and that it is important to provide the divisions with assurances that their efforts to increase income will be of significant benefit to their own programs of teaching and research.

The \$2 million of committed additions to base budgets for new programs and other enhancements referred to above are eligible for support from the New Initiatives Fund which was established in the Long-Range Budget Guidelines at the level of approximately \$1 million annually. These needs will be in competition for this source of funds with other proposals and it is not possible at this time to know whether all of them will be funded in this way. To the extent that any might not be, the Provost will have to be provide for them within her envelope. The Committee is fully supportive of the intention to fund new initiatives even in the face of significant budgetary retraction, as it is essential that the work of the University be able to change in ways which will support excellence in the future. The Committee believes that the provision of \$1 million in the central fund for these purposes represents a minimum. If circumstances permit, it would be more desirable to increase this provision than to reduce the cuts.

The Long-Range Budget Guidelines established a Transitional Fund "to support temporary adjustments and restructuring needed to adapt to guaranteed resource bases where they result in reductions from 1989-90 levels". The Guidelines specify more particularly that transitional funding "may be used to replace reduced expenses temporarily, to attract additional funding from divisional income or other sources, to acquire equipment that will lead to greater operating efficiency, for faculty renewal or a combination of all four".

In preparing their plans, divisions were encouraged to bring forward their needs for transitional funding in the period 1991-96 where they could be identified. Requests totalling approximately \$4.3 million (in 1990-91 dollars) have been brought forward at this time. In a few cases, a need for funding was identified but the amount is not yet known. Other proposals may yet come forward. The requests that have come forward have not yet been fully evaluated and it remains uncertain whether funding will be recommended in every case, or, if so, whether in the amount requested.

Each division has produced a plan to meet the cut provisionally assigned to it.

TABLE 1:  
Percent Target Reductions to 1990-91 Relevant Base Budgets Achieved by 1995-96 in Divisional Long-Range Budget Plans and Additions to Base for Specific Purposes (\$ thousands throughout)

Division	Relevant Base Budget (Col. 1)	90/91-95/96 Percent Reduction (Col. 2)	Committed New Initiatives to be Funded * (Col. 3)	Funds for Enrolment Increases** (Col. 4)
Arch & Lan Arch	2,235	0	212	118
Phys & Health Ed	1,189	0	82	
Pharmacy	2,713	0.55	105	
Woodsworth	6,260	1.4		
Social Work	2,533	2	185	
Law	4,651	2	159	
Nursing	2,944	3.15	50	160
Music	4,678	4.4		
App Sci & Eng	23,956	5	855	
Arts & Science	94,172	5	335	
Erindale	23,306	5		600
Scarborough	22,528	5		135
Innis	730	5		
New	956	5		
Education	12,303	5		313
Sch of Grad Stud	9,512	5	59	
Management	5,200	5		
U of T Library	18,195	5		
Lib & Inf Sci	2,274	8	25	
Dentistry	11,996	8		
University Coll	1,058	10		
Forestry	2,387	10		
Medicine	48,970	10		

\*The principal items among the new initiatives to be funded are:

Arch & Lan Arch - new staff arising from Governing Council mandate, 1987; Phys & Health Ed, Pharmacy, Law, Lib & Inf Sci - positions with no divisional source of permanent funding; Social Work, Nursing - new staff arising from Provost's commitment to divisional plan; App Sci & Eng and Arts & Science - base commitments to Computer Engineering program when Program Adjustment Funding ceases; Sch of Grad Stud - remaining requirements for approved new programs in Criminology, Industrial Relations and Russian and East European Studies.

\*\*For permanently increased enrolment related to corridor negotiations. Exact figures remain to be confirmed.



However, in several cases, the bulk of the cut is not met until the later years of the plan. This is particularly the case in units in which there are few unbridged retirements in the early years of the planning period, thereby limiting the opportunities to realize budget reductions in those years. However, the Long-Range Budget Guidelines assume that the cut will be met evenly throughout the years of the plan. Failure to meet this schedule would increase the level of cut required. Provision for this situation was made in the Guidelines through the Transitional Fund which has as its first priority the temporary replacement of reduced expenses. In order for the Provost to deliver the target reduction assigned to her envelope in equal amounts annually, she will require a maximum amount of \$5.2 million (in 1990-91 dollars) of one-time-only funding from the Transitional Fund. Alternatively, divisional plans would have to be revisited in order to realize the budget reductions in earlier years possibly requiring measures which would be very much more damaging than those currently proposed.

The total of \$9.5 million currently before us (\$4.3 million in divisional proposals and \$5.2 million for temporary funding) considerably exceeds the provision for 1991-96 in the Long-Range Budget Guidelines, which currently stands at \$6 million. At the time that the Guidelines were presented and approved it was indicated that the size of the allocation was an estimate only and might need to be revised when we would be further informed by the planning process. It may prove necessary to reconsider the size of the allocation and/or to revisit some of the plans. In any case, it is to be expected that not all claims on the Fund will be considered to be equally meritorious. If choices do need to be made, the Committee wishes to be informed about those proposals which are not being recommended for funding at the time at which it is asked to recommend on those which are to receive support.

A brief precis of the individual divisional plans is appended (Appendix "C"). It must be stressed that these represent the current status of thinking in the divisions. It is to be fully expected that these plans will be revisited in many cases as events unfold and as the possible merits of alternative approaches are considered. The Provost will convey to the divisional heads the matters which have arisen in the Committee's discussion of their individual plans in order that they may be taken into account in further planning.

### Assessment of the Long-Term Budget Planning Process

Having commented on the divisional plans we now turn to consideration of the long-range planning process itself. At the outset we note that, coming on the heels of many years of underfunding, the present long-range budgeting process cannot possibly be welcomed or greeted with enthusiasm by the heads of the academic divisions.

Nevertheless, the Committee found an almost unanimous agreement that the long-range process is far preferable to that of annual budget adjustment, usually downward, that has been the practice in the past.

The most obvious reason for preferring long-range planning is that it enables the divisions to "spread out the pain" which would otherwise have arisen from deep cuts in 1990-91 and 1991-92. More importantly, it encourages and in fact demands that each division take a comprehensive look at its operation and make the difficult decisions about what to cut and in some cases what to bolster in light of the directions in which the unit is trying to go in the future, i.e., in light of the academic priorities which the unit has established. Although such a detailed self-examination was more obvious in some plans than in others, it was noteworthy that in some divisions the budget reductions planned exceeded those allocated by the Provost with the "surplus" being reallocated within the division on the basis of academic priorities. The Committee found this commitment to making good use of the opportunity for long-range planning highly commendable. To emphasize their preference for the long-range process, some division heads described it as an exercise in good financial management and not merely in budget cutting. It must be emphasized that the planning exercise has not ended with the presentations of these plans to the Budget Committee. Rather, divisional planning is ongoing and will need to be responsive to further changes in the environment, including those which arise from the planning activities of other divisions, and from inter-divisional consultation.

All division heads reported that they had had the benefit of consultation with senior associates in the formulation of their plans. In multi-department units there has usually been discussion with department chairs. In some cases the plan has received discussion in a larger forum, such as the divisional council or an appropriate committee. Such increased openness and consultation about budgetary matters within a division is a positive by-product of the long-range planning process. As expected, however, the level of consultation varies considerably among divisions. The Committee believes that the involvement of the members of a division in its budget planning is necessary for an academic institution and indeed increases the likelihood that the resulting plan will succeed. At this point in our report we wish to commend the Provost for the high degree of openness with which she has approached our review process. We cannot help but feel that a similar level of openness at the divisional level would be valuable. The Committee therefore recommends to the division heads that each division evolve a mechanism for involving its members in the formulation and the tracking of its budgetary plans.

The long-range planning process has pointed the way to new directions for ex-

pense reduction and in some cases for program improvement. Earlier, we cited the important effort currently under way to co-ordinate the programs in environmental studies. A number of other initiatives are under way as well. For example:

a) A provostial task force has been set up to study the feasibility of bringing graduate and undergraduate programs in Religious Studies within the University under a single structure. Currently there is an undergraduate department and a graduate centre with separate administrations.

b) During the summer months, a series of three-campus meetings were held to review the situation of the arts and science disciplines and programs and to identify where there might be the potential to pool resources. Several specific possibilities will be followed up.

c) The Presidential Commission on the Health Sciences has recently reported and the President will be making the report public in the near future with a view to inviting extensive discussion of the recommendations and their implications. The recommendations will be germane to the planning of the various health science divisions and also to others with which they interact, such as the Faculty of Arts and Science.

The Committee views these various inter-divisional planning efforts in a very positive light, both as they support effective resource utilization and in the interest of achieving optimal results academically. We recommend that the Provost and the division heads work diligently to identify other areas which would potentially benefit from such examination and establish appropriate mechanisms for study and for developing proposals for action.

Enthusiasm for long-range planning should not, however, be mistaken for lack of concern about the negative academic impact of the planned reductions. Nor should the concerns be limited to the loss or reduction of teaching and research programs. What the plans do not show is perhaps more important than what they do. We refer to the hidden cost of achieving the target reduction in budgets, namely, the new initiatives that the academic divisions would have undertaken from within their own resources but that will not be pursued because the University is perforce engaged in this budget-cutting exercise.

A further concern is the possibility that following a long-range plan might reduce or even eliminate the ability or the inclination to respond to new opportunities; that the mechanisms which are intended to provide stability may lead rather to rigidity. We recommend that any such tendencies be counteracted by active and continuing review of the plans, both within the divisions and at the University-wide level.

While recognizing and emphasizing the damage that budget cutting of this magnitude will cause to the academic enterprise, the Committee strongly endorses the long-

range budget planning process and considers it the most viable approach available to the University at the present time. For the process to work, however, it should be carried through to its completion and should not be abandoned during the six-year interval. Thus while recognizing that the Provost is not ready yet to recommend divisional guaranteed base budgets, and barring some major disaster occurring in University financing, we recommend that the plans that evolve be implemented and that "the rules should not be changed midway through the game".

### Assessment of the Review Process

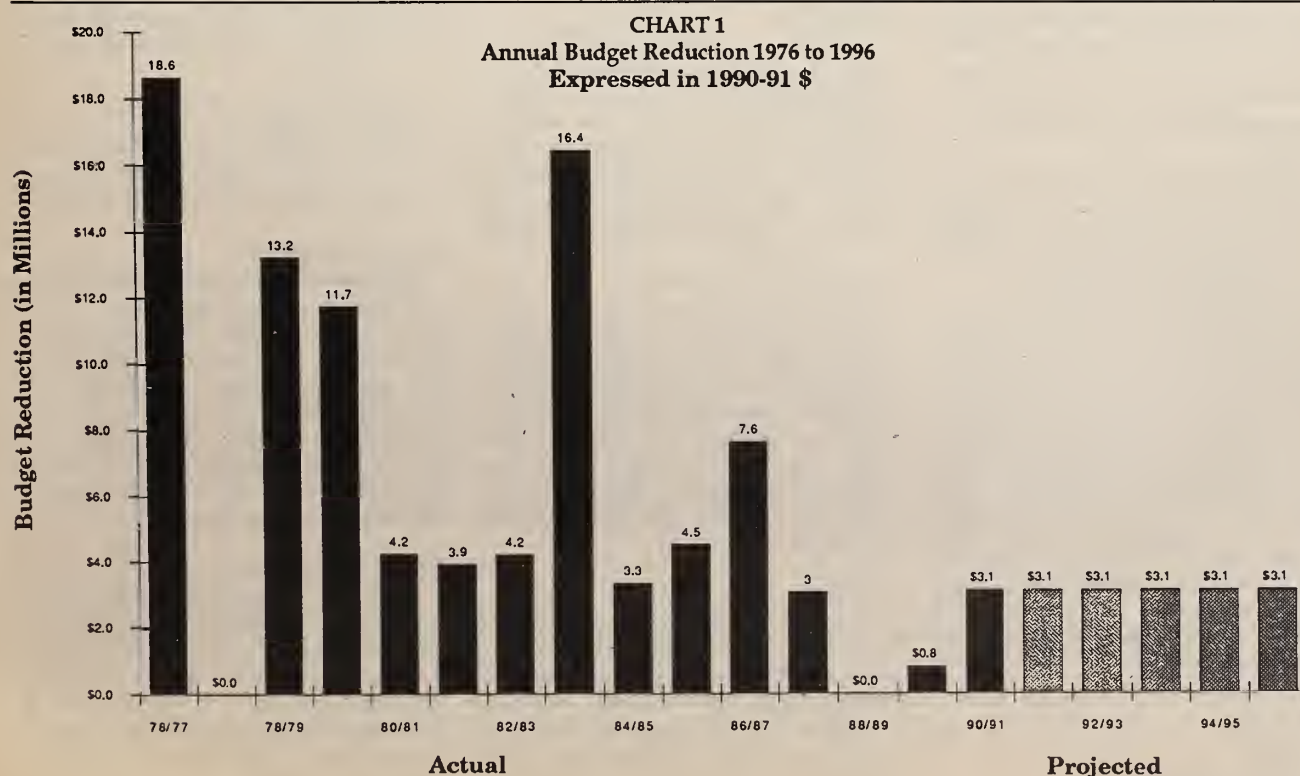
The Committee believes that the review process has been useful in a number of ways. First, it has made the budget process more informed and more open. Second, it has provided the Provost, and through her the division heads, with reactions to the plans. Third, the review will be helpful to the Committee in its task of recommending approval of the forthcoming 1991-92 Budget Report and in particular in relation to the allocation of the Transitional Fund. Fourth, the Committee's report should provide the Academic Board with the assessment it sought of the effects of implementing the Long-Range Budget Guidelines on the operation of the academic divisions.

Updates on divisional plans should be provided to the Committee on an annual basis. The plans that we examined were at various stages of development. For the large divisions and for the divisions whose plans were at a rather tentative stage, further meetings with the division heads will likely be necessary. Finally, we recommend that in the fall of 1991 the review process be extended to the administrative and service divisions of the University. The President has advised us that the administration is ready, and indeed, eager to participate.

### Conclusion

In concluding, we would like to highlight the following points:

- The Committee is convinced that the six-year planning process has value, budget reductions notwithstanding. It also believes that the academic consequences would be more adverse if the fund for new initiatives were to be reduced in order to provide relief from cuts.
- We perceive a need for more flexible and creative human resource policies which will enable academic complement reductions to be achieved in ways which will minimize the negative academic consequences while respecting the integrity of the University's relationship with its employees. Also needed are policies which will be sufficiently flexible to serve the University well during the period of intensely competitive recruitment which will follow the current planning period.
- It is essential that every possible effort be made to seek and secure funds which will enable the early replacement of faculty who will retire beyond the period of the plan.
- Annual updates on the divisional plans should be provided to the Budget Committee and further meetings with the division heads should take place depending upon the circumstances; also, we believe that it would be appropriate for the Budget Committee review the long-range budget plans of the administrative and service divisions in the fall of 1991.
- We urge the heads of the academic divisions to continue their efforts to plan effectively and recommend that they develop mechanisms which will ensure that budgetary planning proceeds with the benefit of information, comment and advice from members of the division.
- It is important that appropriate policies be developed to encourage divisions to generate external income in ways which are consistent with their academic mission and that means be found to encourage and reward co-operation among units.
- A complete, prioritized list of applications to the Transitional Fund should be provided to the Committee (linked to plans) at the time that the Committee is asked to recommend approval of the successful applications.
- The Provost, as Senior Assessor to the Committee, is asked to take the above matters under advisement and to report back to





the Committee at appropriate times.  
January 1991

## FOOTNOTES

1. In recent years the University has been the beneficiary of several programs by government, granting councils and foundations which have provided temporary funds for the purpose of making faculty appointments in the tenure-stream. The largest of these programs is the Faculty Renewal Fund which is sponsored by the provincial government. In order to ensure that the recipient divisions can absorb the salary of such individuals within their operating budgets when these temporary sources of funds expire, usually after five years, they have been required to designate future retirements as "bridges", i.e., the salary retained by the division after the retirement is pre-committed to fund the individual for whom "soft" money will no longer be available and is therefore not available to be offered up in order to meet a budget reduction.
2. Clinical medicine is not included in the reckoning at this time because the planning for a clinical complement is not yet sufficiently advanced.
3. Approximately 120 positions will be eliminated. These will be off-set by the addition of approximately 25 positions associated with the new initiatives to be funded.

## APPENDIX A Special Meetings of the Budget Committee

Wednesday, October 10th, 1990  
Professor D. Morton, Principal, Erindale College  
Professor A. Fasick, Dean, Faculty of Library and Information Science  
Ms C. Moore, Chief Librarian

Wednesday, October 17th, 1990  
Professor B. J. Sessle, Dean, Faculty of Dentistry  
Professor D. G. Perrier, Dean, Faculty of Pharmacy  
Professor D. Pringle, Dean, Faculty of Nursing  
Dr. R. J. Shephard, Director, School of Physical and Health Education

Wednesday, October 31st, 1990  
Dr. J. H. Dirks, Dean, Faculty of Medicine  
Dr. J. Carver, Basic Sciences Department, Faculty of Medicine  
Dr. J. E. F. Hastings, Chair, Community Health Department, Faculty of Medicine  
Dean P. Pedersen, Faculty of Music

Tuesday, November 6th, 1990  
Professor J. S. Cohen, Dean, School of Graduate Studies  
Professor M. A. Chandler, Dean, Faculty of Arts and Science  
Professor R. C. Brown, Vice-Dean, Faculty of Arts and Science

Wednesday, November 14th, 1990  
Professor G. W. Heinke, Dean, Faculty of Applied Science and Engineering  
Professor R. P. Thompson, Principal, Scarborough College

Wednesday, November 21st, 1990  
Professor R. J. Sharpe, Dean, Faculty of Law  
Professor M. Fullan, Dean, Faculty of Education  
Dr. H. Munroe-Blum, Dean, Faculty of Social Work

Wednesday, November 28th, 1990  
Professor R. N. Wolff, Dean, Faculty of Management  
Professor J. R. Carrow, Dean, Faculty of Forestry  
Professor A. Eardley, Dean, School of Architecture and Landscape Architecture

Wednesday, December 5th, 1990  
Mr. A. R. Waugh, Vice-Principal, Woodsworth College  
Professor J. W. Browne, Principal, Innis College  
Professor G. A. Hamel, Acting Principal,

New College  
Professor L. W. Ferguson, Principal, University College

Discussion Meetings  
*Discussion of the Report*  
Tuesday, December 4th, 1990  
Wednesday, December 12th, 1990  
Wednesday, December 19th, 1990  
Thursday, January 3rd, 1991

## APPENDIX B

Dear Dean:

As you are aware, the Budget Committee has been asked by the Academic Board to monitor the effects on the University's academic endeavours of the implementation of the long-range budget guidelines.

In order to carry out this mandate, the Committee plans to meet with each division head to discuss the plans being developed to cope with the guidelines. I write to invite you to join the Committee at a special meeting on Wednesday, November 28th, 1990, from 6:45 p.m. to 7:15 p.m. The meeting will be held in the Board Room, Second Floor, Simcoe Hall.

The Vice-President and Provost will have provided to the Committee an outline of your plan prior to the meeting. The Committee would like to focus on the following general issues:

- the process you followed in developing the plan
- the degree of consultation with department heads, with individual faculty members
- the kind of planning your units are engaged in as part of this process
- the criteria used in assigning budget cuts across the division – was quality of program a factor
- steps taken to offset divisional budget cuts through increased income – will the need to expend resources to increase income affect academic activities
- the differential allocation of cuts between administrative and academic needs within the division
- options/alternative plans – what did you consider and decide not to do
- the impact of your plan on other divisions; the impact of other divisions' plans on your division; the degree of inter-divisional consultation
- long-range effects – which academic programs will be most seriously affected by the plan; what will your division look like in five years' time, i.e. what will you be doing, what will you not be doing
- your reflections on the value of the long-range process – do you believe your division will be better off at the end of the process having had the long period of time over which to plan.

Two of our members, Professor Verna Higgins and Professor Thomas Wilson, have been given particular responsibility for review of your plan. They will lead the discussion and may be in touch with you prior to the meeting if they need clarification of any points.

We realize that some of what you will tell us may be extremely sensitive. For this reason, the meeting will be held *in camera* and members have been informed of the need for complete confidentiality.

We very much appreciate your taking the time to meet with us; another meeting at the end of a busy day is never a pleasant prospect. We hope through this process to understand better the effects the decisions of the Committee will have when it considers the University's Budget Plan in the spring. We hope, too, that by careful study of the results of implementation as they occur, the University and its divisions will make better informed and more rational decisions about future development.

I look forward to our meeting on November 28th, 1990.

Yours sincerely,  
Adel Sedra  
Chair, Budget Committee

## APPENDIX C Precis of Divisional Plans

### School of Architecture and Landscape Architecture

In January 1987, the Governing Council approved resolutions for the establishment of the School. The budget plan provides for replacement of some stipend teaching by tutors and for tenured staff who will be linked through cross-appointment with cognate departments where possible, consistent with the mandate.

### School of Physical and Health Education

Two tenured faculty positions currently on temporary funding are being provided in base. The School will still be below the complement which has been recommended by two Provostial Reviews.

### Faculty of Pharmacy

The budget plan provides some assistance to the Faculty in absorbing three Faculty Renewal appointments in base. These appointments were made in response to reviews which stressed the need for additional support for the graduate programs.

### Woodsworth College

The reduction will be achieved largely through the phasing out of the Diploma Program in Translation.

### Faculty of Social Work

The plan addresses an existing structural deficit as well as the assigned reduction through non-replacement of some retirements. A prior commitment to add funds for three appointments will be met.

### Faculty of Law

The budget for part-time instruction will be reduced with implications for the curriculum. As there are insufficient retirements during the period for the Faculty to absorb all of the tenure-stream appointments now carried on Faculty Renewal and other funds, additions will be made to base on their behalf.

### Faculty of Nursing

A planned new approach to clinical teaching in cooperation with hospitals should achieve cost savings which would be applied to the introduction of a Ph.D. program. The latter will also be supported by the hiring of a senior academic towards which a budget addition is committed. The amount of teaching carried by sessional tutors will be reduced and there has been a reduction in administrative staff.

### Faculty of Music

Retirements from tenured faculty will be replaced at junior levels. An appointment related to the introduction of a new program option designed to strengthen the Faculty's ability to meet its enrolment targets remains unfunded in the plan at this time.

### Faculty of Applied Science and Engineering

The reduction will be achieved by reduction of faculty complement and of administrative complement. Virtually all of the retirements of tenured faculty are required to achieve this and to bridge soft-funded appointments. Some new appointments in specific fields are provided for in the funding for the Computer Engineering program.

### Faculty of Arts and Science

Current plans are to reduce faculty complement through retirements and by replacement of other faculty terminations at junior ranks. The Faculty has applied for transitional funding to finance some appointments which would be bridged to retirements beyond the period of the plan. Some new appointments are provided for in the funding for the Computer Engineering program.

### Erindale College

The plan reduces faculty complement, T.A. and stipend teaching expenses, increases ancillary income and reorganizes business, physical plant and technical services operations. The academic complement reductions currently anticipate the loss of programs in Spanish and in Native Studies.

### Scarborough College

Strategic cuts are planned in terms of faculty and staff, particularly by phasing out Italian and German programs, by reducing Physics and by reorganization in services and administration. The level of service in some affected units will be maintained through the use of information technology. The Transitional Fund is being approached for equipment and severance costs. Income enhancement from ancillary operations will also be pursued.

### Innis College

Reductions have been made in administrative areas and recovery of salaries from residence operations is planned.

### New College

Recovery of salaries from residence operations is planned and increased fundraising.

### Faculty of Education

The cut will be achieved in the main by a reduction in the number of non-tenure stream faculty who are seconded from the schools and by reductions in the non-salary budget.

### School of Graduate Studies

The plan includes reorganization of the school administration, encouraging more income generation by research units, and reorganization of the activities now under the auspices of some of the centres and institutes. The plan is dependent to some extent on the outcome of studies being undertaken.

### Faculty of Management

The plan addresses the elimination of the accumulated deficit in addition to meeting the budget cut. It proposes expansion of the scope of programs offered on a full cost-recovery basis and includes proposals for changes to the B.Com. which would control the undergraduate teaching demands on the Faculty.

### University of Toronto Library

The Library will reduce its professional and technical complement through attrition while maintaining service through automation enhancements which it proposes be purchased with transitional funding.

### Faculty of Library and Information Science

A reduction in administrative staff complement has already taken place and there will be a reduction in faculty complement and replacement of retirees at junior levels. Some funds will be reallocated for stipend teaching. Base funding will be provided for a Faculty Renewal appointment shared with another division.

### Dentistry

A 40 percent reduction in class size in the D.D.S. program beginning in 1989-90 will enable some cost reductions. These will be offset by the costs of introducing a new curriculum and of greatly increased measures relating to infection control in the Faculty-run clinics.

### University College

Salary recoveries from residence operations are planned together with increased income generation through fundraising.

### Faculty of Forestry

Faculty complement reductions will be achieved through non-replacement of retirements and non-renewal of a part-time appointment. The Faculty is active in reviewing its undergraduate program as part of the University review now under way with respect to Environmental Studies and Natural Resource Management. It is possible that the new program will not be a professionally accredited one.

### Faculty of Medicine

Planning and priority-setting for the Faculty must take into account the interface with hospitals, which is complex, and further work is required. The Faculty will be assigned a budget reduction for 1991-92 while it continues its longer-range planning. When that exercise is more advanced the Budget Committee will be more fully briefed.



# Appendix "C"

## Response Rates to the 1989 Employment Equity Workforce Survey by Division

Office of the President	100%
Division of VP and Provost	93%
Division of VP Administration	75%
Division of VP Computing and Communications	85%
Division of VP Development and University Relations	90%
Division of VP Human Resources	97%
Division of VP Research	100%
Office of AVP (Planning) and University Registrar	85%
Governing Council Office	100%
Office of the Ombudsperson	100%
Erindale College	75%
Innis College	86%
New College	94%
Scarborough College	79%
University College	85%
Woodsworth College	87%
Faculty of Applied Science and Engineering	80%
Faculty of Architecture and Landscape Architecture	77%
Faculty of Arts and Science	78%
Faculty of Dentistry	85%
Faculty of Education	88%
Faculty of Forestry	85%
Faculty of Law	82%
Faculty of Library and Information Science	100%
Faculty of Management	85%
Faculty of Medicine	73%
Faculty of Music	78%
Faculty of Nursing	84%
Faculty of Pharmacy	90%
Faculty of Social Work	82%
Information Technology Research Centre	100%
School of Continuing Studies	92%
School of Graduate Studies	84%
Department of Athletics and Recreation	80%
School of Physical and Health Education	95%
University of Toronto Hart House	75%
University of Toronto Library	78%
University of Toronto Press	80%
All	79%

# Appendix "D"

## Response rates to the employment equity survey by staff group as of June 30, 1990:

All employees	79%
Faculty/professional librarians	77%
Administrative staff	84%
Unionized staff	66%

## Representation of the designated groups by staff group:

	External Availability*	All staff who Responded	Faculty and Professional Librarians	Adminis- trative Staff	Unionized Staff
<b>Percent of Total Responses</b>		100.0%	39.2%	47.4%	13.4%
<b>Percent of Women</b>		48.8%	27.6%	68.3%	42.3%
Canada	44.0%				
Ontario	45.1%				
Toronto	46.4%				
<b>Percent of Aboriginal People of Canada</b>		0.2%	0.1%	0.3%	0.4%
Canada	2.1%				
Ontario	1.5%				
Toronto	0.9%				
<b>Percent of Members of Visible Minorities</b>		15.2%	9.1%	19.4%	18.2%
Canada	6.3%				
Ontario	8.5%				
Toronto	16.4%				
<b>Percent of Persons with a Disability</b>		5.2%	4.3%	5.1%	8.0%
Canada	5.4%				
Ontario	5.4%				
Toronto	not available at municipal level				

\* Note re external availability data: Canada, Ontario and Toronto external data for Women, Aboriginal People of Canada and Members of Visible Minorities are drawn from 1988 CEIC Availability Reports, based on the 1986 Canada Census, for those 15 years or over who worked in 1985 or 1986. Canada and Ontario external data for Persons with Disabilities are drawn from 1988 CEIC Availability Reports, based on the Statistics Canada 1986 Health Activity Limitation Survey, for those persons with disabilities between 15 and 64 years who worked anytime between 1981 and 1986.



## Appendix "E"

### Report 1 - All Staff

	Total	Number of Males	Males as a % of Total	Number of Females	Females as a % of Total
Number of employees	8,662	4,663	54%	3,995	46%
Number of employees who responded (79% response rate)	6,778	3,465	51%	3,311	49%
Number of employees who are aboriginal people of Canada	15	6	40%	9	60%
Number of employees who are members of a visible minority	1,031	475	46%	556	54%
Number of employees with a disability	352	204	58%	148	42%

### Report 2 - Faculty/Professional Librarians

	Total	Number of Males	Males as a % of Total	Number of Females	Females as a % of Total
Number of faculty/professional librarians	3,452	2,576	75%	874	25%
Number of faculty/professional librarians who responded (77% response rate)	2,656	1,922	72%	734	28%
Number of faculty/professional librarians who are aboriginal people of Canada	3	3	100%	0	0%
Number of faculty/professional librarians who are members of a visible minority	243	186	77%	57	23%
Number of faculty/professional librarians with a disability	116	93	80%	23	20%

### Report 3 - Administrative (non-union) Staff

	Total	Number of Males	Males as a % of Total	Number of Females	Females as a % of Total
Number of administrative staff	3,835	1,269	33%	2,564	67%
Number of administrative staff who responded (84% response rate)	3,210	1,017	32%	2,191	68%
Number of administrative staff who are aboriginal people of Canada	8	0	0%	8	100%
Number of administrative staff who are members of a visible minority	622	209	34%	413	66%
Number of administrative staff with a disability	163	67	41%	96	59%

### Report 4 - Unionized Staff

	Total	Number of Males	Males as a % of Total	Number of Females	Females as a % of Total
Number of unionized staff	1,375	818	59%	557	41%
Number of unionized staff who responded (66% response rate)	912	526	58%	386	42%
Number of unionized staff who are aboriginal people of Canada	4	3	75%	1	25%
Number of unionized staff who are members of a visible minority	166	80	48%	86	52%
Number of unionized staff with a disability	73	44	60%	29	40%



Appendix “F”

Table 1 Employment Equity Annual Report - 1989-1990

UNIVERSITY OF TORONTO WORKFORCE BY DESIGNATED GROUP WITHIN ABELLA CATEGORY  
(Including Local, Provincial, and National Availability Data for All Major Occupational Unit Groups in the University of Toronto Workforce)

UNIVERSITY OF TORONTO WORKFORCE											EXTERNAL AVAILABILITY STATISTICS											
EMPLOYMENT EQUITY OCCUPATIONAL GROUPS	All Employees					Total Survey Respondents	Aboriginal Peoples		Visible Minorities		Population Aged 15+ Who Worked In 1985 or 1986 Toronto				Population Aged 15+ Who Worked In 1985 or 1986 Ontario				Population Aged 15+ Who Worked In 1985 or 1986 Canada			
	Total#	# Men	% Men	# Women	% Women		#	%	#	%	%Men	%Women	%Aboriginal Peoples	%Visible Minorities	%Men	%Women	%Aboriginal Peoples	%Visible Minorities	%Men	%Women	%Aboriginal Peoples	%Visible Minorities
Upper Level Managers	37	31	83.8	6	16.2	35	**	**	**	**	84.5	15.5	.6	7.5	84.3	15.7	.8	5.2	84.8	15.2	1.1	4.3
Middle or Other Managers	312	209	67.0	103	33.0	285	**	**	17	6.0	61.8	38.2	.8	9.3	63.8	36.2	1.1	5.9	65.9	34.1	1.4	4.5
Professionals	3738	2689	71.9	1049	28.1	2851	3	.1	298	10.5	49.4	50.6	.6	16.1	47.0	53.0	1.0	9.6	46.3	53.7	1.4	7.2
Semi-Professionals & Technicians	1268	576	45.4	692	54.6	995	**	**	203	20.4	54.5	45.5	.9	16.5	52.3	47.7	1.4	9.6	53.0	47.0	1.8	6.7
Supervisors	256	63	24.6	193	75.4	229	**	**	34	14.8	51.8	48.2	.9	15.4	49.7	50.3	1.3	8.9	52.1	47.9	1.6	7.5
Foremen/women	38	36	94.7	2	5.3	29	**	**	3	10.3	91.5	8.5	.8	8.9	92.5	7.5	1.2	4.5	93.4	6.6	1.6	3.3
Clerical Workers	1795	220	12.3	1575	87.7	1449	4	.3	391	27.0	21.9	78.1	1.0	16.6	20.5	79.5	1.3	9.1	19.9	80.1	1.7	6.2
Sales Workers	6	2	33.3	4	66.7	3	**	**	**	**	47.3	52.7	.7	12.4	42.8	57.2	1.2	6.8	44.9	55.1	1.4	5.2
Service Workers	153	93	60.8	60	39.2	90	**	**	14	15.6	47.8	52.2	1.1	23.8	38.6	61.4	2.2	11.2	37.5	62.5	2.9	8.9
Skilled Crafts and Trades Workers	318	304	95.6	14	4.4	212	**	**	28	13.2	93.8	6.2	.8	13.4	94.5	5.5	1.6	6.3	95.7	4.3	2.4	4.3
Semi-skilled Manual Workers	263	222	84.4	41	15.6	190	**	**	29	15.3	88.1	11.9	1.2	14.7	88.9	11.1	1.9	6.8	91.3	8.7	2.6	4.8
Other Manual Workers	436	177	40.6	259	59.4	287	**	**	27	9.4	71.3	28.7	1.0	18.4	71.6	28.4	1.9	8.7	72.9	27.1	3.2	7.1
TOTALS	8620	4622	53.6	3998	46.4	6655	13	.2	1045	15.7	52.6	47.4	0.9	15.6	52.3	47.7	1.5	8.4	52.6	47.4	2.0	6.3

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at November 1, 1990. University of Toronto data for Aboriginal Peoples and Visible Minorities are drawn from the Employment Equity Workforce Survey, updated to November 1, 1990. External data are drawn from CEIC Availability Reports, 1988.

NOTES: (1) Values of less than 3 for Aboriginal Peoples and Visible Minorities, which are based on the Survey responses, have been suppressed to protect confidentiality.  
(2) Data on People with Disabilities (including those on Long Term Disability and Workers' Compensation) are reported in Table 2.  
(3) A breakdown by Staff Category of the data for Upper Level Managers, Middle or Other Managers and Professionals is reported in Table 3.  
(4) Totals reported for availability data include only those Major Occupational Unit Groups (SOC) represented in the University of Toronto Workforce.

Table 2 Employment Equity Annual Report - 1989-1990

REPRESENTATION OF PEOPLE WITH DISABILITIES WITHIN THE UNIVERSITY OF TORONTO WORKFORCE BY ABELLA CATEGORY  
(Including External Availability Data at Provincial and National Levels for all Major Occupational Groups in Those External Work Forces)

UNIVERSITY OF TORONTO WORKFORCE										EXTERNAL AVAILABILITY STATISTICS	
										People with Disabilities Aged 15-64 Who Worked Anytime Between 1981 and 1986	
EMPLOYMENT EQUITY OCCUPATIONAL GROUPS	All Employees					Total Survey Respondents	People With Disabilities				Canada
	Total #	# Men	% Men	# Women	% Women		#	%	Ontario	%	
Upper Level Managers	37	31	83.8	6	16.2	35	**	**	2.0		1.8
Middle or Other Managers	312	209	67.0	103	33.0	285	14	4.9	2.7		3.3
Professionals	3738	2689	71.9	1049	28.1	2851	119	4.2	2.9		3.1
Semi-Professionals & Technicians	1268	576	45.4	692	54.6	995	52	5.2	3.8		5.0
Supervisors	256	63	24.6	193	75.4	229	6	2.6	6.4		6.3
Foremen/women	38	36	94.7	2	5.3	29	3	10.3	5.4		6.3
Clerical Workers	1795	220	12.3	1575	87.7	1449	70	4.8	4.0		4.2
Sales Workers	6	2	33.3	4	66.7	3	**	**	5.2		4.8
Service Workers	153	93	60.8	60	39.2	90	7	7.8	7.7		6.4
Skilled Crafts and Trades Workers	318	304	95.6	14	4.4	212	20	9.4	7.1		6.4
Semi-skilled Manual Workers	263	222	84.4	41	15.6	190	9	4.7	9.5		8.8
Other Manual Workers	436	177	40.6	259	59.4	287	27	9.4	7.3		7.3
TOTALS	8620	4622	53.6	3998	46.4	6655	329	4.9	5.4		5.4

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at November 1, 1990. University of Toronto data for People with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to November 1, 1990. External data are drawn from Statistics Canada, 1986 Health Activity Limitation Survey, as given in CEIC Availability Reports, 1988.

NOTES: (1) Values of less than 3 for People with Disabilities (including those on Long Term Disability or Workers' Compensation), which are based on the Survey responses, have been suppressed to protect confidentiality.  
(2) External availability data for the Toronto region are unavailable.

Table 3 Employment Equity Annual Report - 1989-1990

UNIVERSITY OF TORONTO WORKFORCE: UPPER LEVEL MANAGERS, MIDDLE OR OTHER MANAGERS, AND PROFESSIONALS BY DESIGNATED GROUP WITHIN ABELLA AND STAFF CATEGORY  
(Including National Availability Data for All Major Occupational Unit Groups in University of Toronto Workforce)

UNIVERSITY OF TORONTO WORKFORCE														EXTERNAL AVAILABILITY STATISTICS					
EMPLOYMENT EQUITY OCCUPATIONAL GROUPS	STAFF CATEGORY	All Employees					Total Survey Respondents	Aboriginal Peoples		Visible Minorities		People With Disabilities		Population Aged 15+ Who Worked In 1985 or 1986 Canada				% People With Disabilities Aged 15-64 Who Worked Anytime between 1981-1986 in Canada	
		Total#	#	%	#	%		#	%	#	%	#	%	%	%	%Aboriginal Peoples	%Visible Minorities		
			Men	Men	Women	Women								Men	Women	Men	Women		
Upper Level Managers	Academic	29	25	86.2	4	13.8	27	**	**	**	**	**	**	84.8	15.2	1.1	4.3	1.6	
	Librarian	1	0	.0	1	100.0	1	**	**	**	**	**	**	-	-	-	-	-	
	Administrative	7	6	85.7	1	14.3	7	**	**	**	**	**	**	-	-	-	-	-	
Middle or Other Managers	Academic	111	99	89.2	12	10.8	99	**	**	7	7.1	5	5.1	69.6	30.4	1.5	2.4	1.9	
	Librarian	30	9	30.0	21	70.0	27	**	**	**	**	**	**	19.1	80.9	1.2	4.9	2.3	
	Administrative	171	101	59.1	70	40.9	159	**	**	9	5.7	7	4.4	65.7	34.3	1.4	4.6	n/a	
Professionals	Academic	3164	2413	76.3	751	23.7	2376	3	.1	229	9.6	95	4.0	71.6	28.4	.8	9.0	1.6	
	Librarian	127	25	19.7	102	80.3	113	**	**	11	9.7	7	6.2	19.1	80.9	1.2	4.9	2.3	
	Administrative	447	251	56.2	196	43.8	362	**	**	58	16.0	17	4.7	46.0	54.0	1.4	7.2	n/a	

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at November 1, 1990. University of Toronto data for Aboriginal Peoples, Visible Minorities and People with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to November 1, 1990. External data are drawn from CEIC Availability Reports, 1988, including the Statistics Canada, 1986 Health Activity Limitation Survey.

NOTES: (1) Values of less than 3 for Aboriginal Peoples, Visible Minorities and People with Disabilities (including those on Long Term Disability or Workers' Compensation), which are based on the Survey responses, have been suppressed to protect confidentiality.  
(2) Totals reported for national availability data include only those Major Occupational Unit Groups (SOC) represented in the University of Toronto Workforce.  
(3) Availability data for People with Disabilities for those Major Occupational Unit Groups (SOC) which comprise the Administrative Staff Category are not available.  
Availability data for People with Disabilities are reported by Abella Category in Table 2.



Table 4

Employment Equity Annual Report - 1989-1990

AVERAGE SALARIES FOR UNIVERSITY OF TORONTO WORKFORCE BY DESIGNATED GROUP WITHIN ABELLA CATEGORY

Occupational Group	Overall			Aboriginal Peoples			Visible Minorities			People With Disabilities		
	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper Level Managers	\$109,145	\$111,214	\$98,460	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***
Middle or Other Managers	\$78,230	\$84,903	\$64,689	****,***	****,***	****,***	\$76,106	\$75,991	\$76,642	\$74,054	\$79,019	\$67,435
Professionals	\$66,726	\$71,018	\$55,722	****,***	\$76,657	****,***	\$57,631	\$60,176	\$50,813	\$69,429	\$73,205	\$55,234
Semi-Professionals & Technicians	\$35,343	\$36,713	\$34,203	****,***	****,***	****,***	\$34,217	\$35,299	\$33,080	\$33,253	\$35,507	\$30,818
Supervisors	\$40,574	\$40,592	\$40,568	****,***	****,***	****,***	\$39,926	\$41,420	\$39,111	\$38,850	\$41,364	\$36,337
Foremen/Women	****,***	\$41,006	****,***	****,***	****,***	****,***	****,***	\$53,070	****,***	****,***	\$42,683	****,***
Clerical Workers	\$29,312	\$27,766	\$29,528	****,***	****,***	\$29,148	\$29,074	\$27,666	\$29,285	\$28,377	\$27,735	\$28,497
Sales Workers	****,***	****,***	\$30,860	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***
Service Workers	\$27,395	\$29,639	\$23,918	****,***	****,***	****,***	\$29,864	\$32,073	\$25,888	****,***	\$33,810	****,***
Skilled Crafts and Trades Workers	\$39,053	\$39,568	\$27,872	****,***	****,***	****,***	****,***	\$37,631	****,***	****,***	\$37,002	****,***
Semi-Skilled Manual Workers	\$24,334	\$24,516	\$23,353	****,***	****,***	****,***	\$24,932	\$25,619	\$18,976	****,***	\$24,580	****,***
Unskilled Manual Workers	\$22,754	\$23,715	\$22,097	****,***	****,***	****,***	\$23,478	\$24,252	\$22,946	\$22,507	\$23,909	\$21,206

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at November 1, 1990. University of Toronto data for Aboriginal Peoples, Visible Minorities and People with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to November 1, 1990. External data are drawn from CEIC Availability Reports, 1988, including the Statistics Canada, 1986 Health Activity Limitation Survey.

NOTES: (1) Average salaries based on fewer than 3 people have been suppressed to protect confidentiality.  
(2) Averages for Aboriginal Peoples, Visible Minorities and People with Disabilities (including those on Long Term Disability and Workers' Compensation) include data only for those people who responded to the Employment Equity Workforce Survey.  
(3) A breakdown by Staff Category of the data for Upper Level Managers, Middle or Other Managers and Professionals is reported in Table 5.

Table 5

Employment Equity Annual Report - 1989-1990

AVERAGE SALARIES FOR UNIVERSITY OF TORONTO WORKFORCE BY DESIGNATED GROUP WITHIN ABELLA AND STAFF CATEGORY  
UPPER LEVEL MANAGERS, MIDDLE OR OTHER MANAGERS, AND PROFESSIONALS

Occupational Group	Staff Category	Overall			Aboriginal Peoples			Visible Minorities			People With Disabilities		
		Total	Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women
Upper Level Managers													
	Academic	\$104,232	\$105,805	\$94,401	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***
	Librarian	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***
	Administrative	****,***	\$133,750	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***
Middle or Other Managers													
	Academic	\$96,517	\$97,893	\$85,168	****,***	****,***	****,***	****,***	\$89,064	****,***	****,***	\$99,895	****,***
	Librarian	\$64,666	\$70,598	\$62,125	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***	****,***
	Administrative	\$68,739	\$73,446	\$61,948	****,***	****,***	****,***	****,***	\$62,918	****,***	\$59,481	\$53,603	\$63,890
Professionals													
	Academic	\$69,661	\$73,092	\$58,638	****,***	\$76,657	****,***	\$60,939	\$63,385	\$53,010	\$75,533	\$78,177	\$62,480
	Librarian	\$49,352	\$45,879	\$50,204	****,***	****,***	****,***	\$50,078	\$45,044	\$52,955	****,***	****,***	\$47,153
	Administrative	\$50,884	\$53,585	\$47,424	****,***	****,***	****,***	\$46,003	\$46,987	\$44,134	\$45,353	\$48,123	\$36,349

SOURCES: University of Toronto data for Men and Women are drawn from personnel records as at November 1, 1990. University of Toronto data for Aboriginal Peoples, Visible Minorities and People with Disabilities (including those on Long Term Disability and Workers' Compensation) are drawn from the Employment Equity Workforce Survey, updated to November 1, 1990. External data are drawn from CEIC Availability Reports, 1988, including the Statistics Canada, 1986 Health Activity Limitation Survey.

NOTES: (1) Average salaries based on fewer than 3 people have been suppressed to protect confidentiality.  
(2) Averages for Aboriginal Peoples, Visible Minorities and People with Disabilities (including those on Long Term Disability and Workers' Compensation) include data only for those people who responded to the Employment Equity Workforce Survey.





## THE BROWNSTONE HOTEL

### 1991 UNIVERSITY RATES

#### PREFERRED CORPORATE

\$65.00 Single/Double

Valid from January 1st to December 31st

#### LONG-TERM CORPORATE

\$39.29 Single/Double

Minimum Stay of 7 Nights

Preferred vendor to the University of Toronto, The Brownstone is located off Yonge & Bloor, minutes from U of T campus, with comfortable accommodation in a charming setting.

For more information, or reservation, please call:

**The Brownstone**

15 Charles Street East

Toronto M4Y 1S1

**Telephone: 924-7381**

**Facsimile: 924-7929**

## <sup>A</sup> DOWNTOWN BED & BREAKFAST NETWORK MONTREAL

Downtown, restored Victorian homes  
with full breakfast

Fine Restaurants, Museums, McGill  
and Old Montreal at your doorstep

Reasonable Rates

Brochure

Downtown B & B Network

3458 Laval (at Sherbrooke)

Montreal H2X 3C8

Tel: (514) 289-9749

## SPADINA CAFE

401

20% discount on food  
after 3 p.m. with U of T ID  
(until March 31/91)

Home cooked European food

Relaxed atmosphere

Beer & Wine

Incredible daily special

\$8 - \$9.50

Soup or Salad Garlic Bread

Entrée

All U Can Eat Chicken Wings

\$6.50 Monday - Friday

Open daily from 7 a.m.

Closed Sunday

**401 Spadina Avenue**

(one-half block south of College)

**340-6383**

### GPK WORD SERVICES

#### WORD PROCESSING --

Essays, Reports, Manuscripts

#### DESKTOP PUBLISHING --

Flyers

Reports

Resumés

Newsletters

Laser-printed, spell-checked  
Fast Service, Competitive Rates

**927-1027**

Near College & Yonge Sts.



The Committee to Review Parking Requirements for  
the St. George Campus invites presentations at the open  
meetings scheduled for:

Tuesday, February 12, from 3 to 6 p.m. at Hart House Theatre

Wednesday, February 13, from 6 to 9 p.m. at Hart House Theatre

Please notify Mrs. E. Sisam, Office of the Vice-President (Planning)  
and University Registrar (978-4333) if you intend to make a  
presentation at these meetings by February 8, 1991.

## Sunwheel • Courier

Div. Sovereign Express & Messenger Int'l.



### "Your Official Overnight Courier Service for Ontario"

Serving the Same Day Messenger needs of the  
University of Toronto for 10 years.

**CALL TODAY:**

**Express Overnight Same Day Messenger**

**(416) 674-8100**

Dispatch

**(416) 598-4110**

Dispatch

SUNWHEEL  
COURIER

Ask for your  
Free Sovereign  
Dollar

# LOVE & ROSES



## CALL

## 398-LOVE

## VALENTINE'S DAY SPECIALS

- ♥ 12 red longstem roses \$39.99
- ♥ (Arranged in a vase for \$49.99)

ORDER EARLY FOR

GUARANTEED DELIVERY FEB. 14

- ♥ Single longstem rose in vase  
\$9.99



ALL MAJOR CREDIT CARDS  
ACCEPTED BY PHONE ONLY

## CALL 398-LOVE



CATERERS OF FINE FOODS

## Special Menus with Special Prices

valid through March 15th, 1991

### CATERING - DELIVERY

Sandwiches, Hot and Cold Buffets  
Receptions and Special Events

Fine Foods and Service

#### 2 Downtown Locations

284 Avenue Road - Telephone: 927-8520

First Canadian Place - Telephone: 369-9828



# Konica

Copiers from small to large duplicating systems  
Full line of FAX systems



Buyers Laboratory Inc. "Copier of the Year" 2 years in a row  
Used by 80% of Fortune 500 companies

## Tana

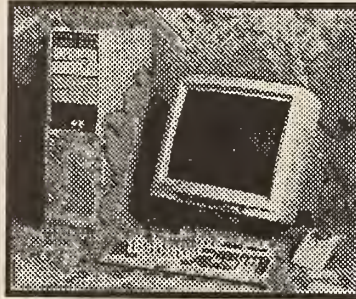
BUSINESS SYSTEMS LTD.

Errol Stewart 438-8382

We've  
got the..

# POWWer®

Performance Optimized Windows Workstation



The FUTURETRON POWWer Platform is 6 to 10 times faster than conventional 386/33 computer systems. This offers you the power to GET THE JOB DONE! Professionals can't wait for sluggish equipment, they need POWWer!

And we don't fool around! The POWWer Platform comes standard with a 1600 x 1280 display. Along with: 9 Megabytes RAM, and storage up to 5.6 Gigabytes! Every consideration has been made for the Windows and OS/2 professional.

Introducing the world's first professional Windows workstation.

only from

**FUTURE Tron®**  
The Solution People  
ADVANCED COMPUTER SYSTEMS

MARKHAM (416) 477-8901	LONDON (519) 673-6298	TRON BBS (416) 868-1888
MISSISSAUGA (416) 277-3014	TORONTO (416) 868-1808	PLANT (416) 940-9141

**1-800-567-TRON**

#### STANDARD FEATURES

1600h x 1289v High Resolution Display  
9 Megabytes RAM expandable to 28 Mb  
160 Mb TRON POWWer ESDI Hard Drive  
TRON BOOSTER High-Speed Controller  
1.2Mb & 1.44Mb Floppy Drives  
2 Serial & Parallel Ports  
Windows 3.0 & MS-DOS 4.01  
MicroSpeed PC-TRAC Input Device  
Supports: CYRIX, Weitek & 80387 FPU  
Supports: Hard Drives up to 5734Mb  
Supports: Unix, Xenix, OS/2, Novell  
One Year On-Site Service, Nationwide  
Unlimited Phone & Technical Support

Price: \$10559.

## Recommended dining

# Masa

dining lounge  
Authentic Japanese  
cuisine & decor

195 Richmond St. W.

(within walking distance of all Downtown Hotels)

Phone 977-9519

Enter through a Japanese rock garden which sets the scene for gracious, relaxed dining in the Oriental tradition, surrounded by wicker, bamboo, and Japanese prints. You can dine Japanese style at low tables or, if you prefer, North American style with normal tables and chairs — the service is efficient and polite no matter which you choose. Five-course dinners present a selection of *sukiyaki*, *teriyaki*, *shabu shabu*, or *yosenabe* as the main course. The latter is prepared in a wok right at your table and consists of seafoods, vegetables and tasty seaweed. The main course is accompanied by soup, sunomo salad (octopus, cucumber and shrimp), tempura, rice, dessert, and tea. AmEx, Chgx. ★★★★★

Noon-2:30, 5-11 p.m., Mon.-Fri. Sat. 5-11 p.m. Sun. 5-10 p.m.

THE MUSIC COMMITTEE OF HART HOUSE

presents

# THE ST. LAWRENCE QUARTET

With Russell Braun, Baritone

Dover Beach by Samuel Barber

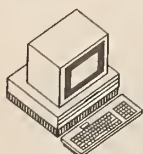


February 17, 1991,

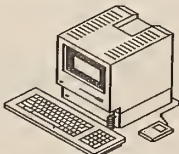
8:00 p.m.

The Great Hall  
at Hart House

Tickets free to Hart House Members at Hall Porter



# UTCS



## UTCS MICRO MAINTENANCE

The University of Toronto Computing Services offers annual onsite or depot maintenance contracts for ALL brands of IBM PCs, PC clones, and Apple Macintosh micros. Hundreds of users have already selected our full value service. Here's why:

- We're on campus. We can respond quickly to service calls (usually within 4 hours).
- Our rates are competitive.
- If it turns out your problems aren't hardware related, we'll put you in touch with other UTCS support groups.
- For the Apple Macintosh our onsite maintenance is the same price as AppleCare depot maintenance.
- On campus maintenance contracts are not subject to PST or GST (if it ever arrives).

For more information or a quotation, call  
Kam Mark (978-5050)  
Anatole Bakumenko (978-6486)



# CONTEL ASC

246 Galaxy Blvd., Rexdale, Ontario



## NO MORE COMPUTER WORRIES

Help is a phone call away

Equatorial and the U of T have an agreement which makes our high level of service and special rates available to you today.

On-site repairs or maintenance contracts are easily and quickly arranged.

We SERVICE and SUPPLY all brands of PC's and printers.

We also specialize in sales and service of Novel LAN's.

If you want the BEST .... put us to the TEST.

Equatorial Canada Ltd.

22 Voyager Court South • Rexdale, Ontario M9W 5M7 • Tel: (416) 675-1190 • Fax: 675-1158





## LECTURES

### Recent Work.

*Wednesday, February 6*  
Natale, Scott, Browne, architects, Toronto.  
Auditorium, Medical Sciences Building. 7 p.m.  
(Architecture & Landscape Architecture)

### Democracy Ancient and Modern.

*Tuesday, February 5*  
Prof. Pierre Manent, College of France; John M. Olin lecture. 3050 Sidney Smith Hall. 4 p.m.  
(Political Science)

### Minoan Painting and Its Relation to Egypt.

*Thursday, February 7*  
Prof. Ellen Davis, City University of New York; J.W. Graham lecture. 140 University College. 6:15 p.m.  
(Fine Art)

### Ethnic Identity: The Transformation of White America.

*Friday, February 8*  
Prof. Richard D. Alba, State University of New York. Seminar room, 5th floor, 203 College St. 2 to 4 p.m.  
(Ethnic, Immigration & Pluralism Studies and Sociology)

### Religious Verse in George Wither's Poetic Career.

*Friday, February 8*  
James Doelman, Centre for Reformation & Renaissance Studies. 323 Victoria College. 2:10 p.m.  
(CRRS)

### How Compulsory was Christianity in the Middle Ages?

*Friday, February 8*  
Rev. Norman Tanner, S.J., University of Oxford. Common Room, Pontifical Institute of Mediaeval Studies. 4:15 p.m.  
(PIMS and Medieval Studies)

### Creating the Human Geography of Ontario.

*Sunday, February 10*  
Prof. John Warkentin, York University. Auditorium, Medical Sciences Building. 3 p.m.  
(Royal Canadian Institute)

### The Prospects for Economic Transformation in Eastern Europe.

*Monday, February 11*  
Prof. Jeffrey Sachs, Harvard University. George Ignatieff Theatre, 15 Devonshire Place. 4 to 6 p.m.

### A Survey of the Theory of Parallel Computing.

*Tuesday, February 12*  
Prof. Larry Ruzzo, University of Washington. 1105 Sandford Fleming Building. 11 a.m.  
(Computer Science)

### Athens before Theseus: The Political and Social

## Events deadlines

Please note that information for Events listings must be received in writing at the *Bulletin* offices, 21 King's College Circle, 2nd floor, by the following times:

Issue of February 18 for events taking place Feb. 18 to Mar. 4:  
*Monday, February 4*

Issue of March 4 for events taking place Mar. 4 to 18:  
*Monday, February 18*

### Organization of Attica in the 16th and 15th Centuries BC in Light of the Excavations of Klapha Thiti.

*Wednesday, February 13*  
Prof. Dietmar Hagel, Queen's University. Lecture room, McLaughlin Planetarium. 5:15 p.m.  
(Archaeological Institute of America, Toronto Society)

### Gothic and Baroque Churches in Central and Eastern Europe.

*Wednesday, February 13*  
Corey Keeble, Royal Ontario Museum. Mezzanine floor, Museum for Textiles, 55 Centre St. 7:30 p.m.  
Tickets \$5, students \$2.  
(William Morris Society)

### The Evolution of International Trade Agreements.

*Wednesday, February 13*  
Prof. Gilbert R. Winham, Dalhousie University. George Ignatieff Theatre, 15 Devonshire Place. 8 p.m.  
(International Studies)

### Lapis Lazuli and Its Sources in Ancient West Asia.

*Wednesday, February 13*  
Prof. Stuart Brown, Memorial University of Newfoundland. Auditorium, Medical Sciences Building. 8 p.m.  
(Canadian Society for Mesopotamian Studies)

### Living Poetry in Africa.

*Thursday, February 14*  
Molara Ogundipe-Leslie, Nigerian scholar and poet. 1016 New College. 7 p.m.  
(New College)

### Supernova 1987 A: Sifting through the Ashes.

*Sunday, February 17*  
Ian Shelton, Department of Astronomy; co-sponsored by the Royal Astronomical Society of Canada. Auditorium, Medical Sciences Building. 3 p.m.  
(Royal Canadian Institute)

## COLLOQUIA

### T.R. Malthus' Abandonment of Agricultural Protectionism, 1824-26: A Recent Discovery in the History of Economic Thought.

*Wednesday, February 6*  
Prof. Samuel Hollander, Department of Economics. 304 Victoria College. 4:10 p.m.  
(IHPST)

### The Expressive Powers of Language.

*Thursday, February 7*  
Prof. Adam Morton, University of Bristol. 179 University College. 4 p.m.  
(Philosophy)

### Matrix Models of Quantum Gravity: Review of Recent Progress.

*Thursday, February 7*  
Prof. Alexander A. Migdal, Princeton University. 102 McLennan Physical Laboratories. 4:10 p.m.  
(Physics)

### Stonehenge and the Archaeoastronomers.

*Wednesday, February 13*  
Prof. J.D. Fernie, Department of Astronomy. 304 Victoria College. 4:10 p.m.  
(IHPST)

### Hamiltonian Chaos and Mixing: Some Implications for Planetary Atmospheres.

*Thursday, February 14*  
Prof. R.T. Pierrehumbert, University of Chicago. 102 McLennan Physical Laboratories. 4:10 p.m.  
(Physics)

### Organosulfur Compounds: Some Natural (and Some Not So Natural) Wonders.

*Friday, February 15*  
Prof. I.W. J. Still, Department of Chemistry. 158 Lash Miller Chemical Laboratories. 3:30 p.m.  
(Chemistry)

## SEMINARS

### Media, Popular Culture and Audiences: Perspectives on Pleasure, Power and Meaning.

*Monday, February 4*  
Profs. John Fiske, University of Wisconsin and David Morley, Brunel University, England. Auditorium, Carr Hall, 100 St. Joseph St. 5 p.m.  
(McLuhan Program, Media Centre and Association for Media Literacy)

### Insulin Side Chains, Insulin Main Chains and Insulin-Receptor Interactions.

*Tuesday, February 5*  
Prof. Howard S. Tager, University of Chicago. North classroom, Toronto General Hospital. 5 p.m.  
(Banting & Best Diabetes Centre)

### Novel Ways of Short Pulse Generation with Solid State Lasers.

*Tuesday, February 5*  
Prof. Herman Haus, Massachusetts Institute of Technology. 134 McLennan Physical Laboratories. 4 to 5:30 p.m.  
(Ontario Laser & Lightwave Research Centre)

### Simulation of a Canadian Forces Supply System Depot.

*Wednesday, February 6*  
Lisa A. Willner, Department of National Defence. 211 Rosebrugh Building. 3 p.m.  
(Industrial Engineering)

### Cloning and Expression of the Dopamine D4 Receptor.

*Wednesday, February 6*  
Prof. Hubert Vantol, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m.  
(Pharmacology)

### The Active Health Report for Seniors.

*Wednesday, February 6*  
Dr. Irving Rootman, Centre for Health Promotion; and Reg Warren, Health Promotion Directorate, Ottawa. 305 Tip Top Building, 455 Spadina Ave. 4 to 5:30 p.m.  
(Studies of Aging)

### Spiral Waves and Target Patterns in Chemically Reacting Systems

*Wednesday, February 6*  
Patrick S. Hagan, Los Alamos National Laboratory. 713 McLennan Physical Laboratories. 4 p.m.  
(Nuclear Studies Group)

### Ancient Heroes/Modern Myths: Prolegomena to the Study of Character in Greek Tragedy.

*Friday, February 8*  
Prof. Eric Csapo, Department of Classics. 144 University College. 3:10 p.m.  
(Classics)

### Cytokine Gene Expression in Human Retrovirus Infected Cells.

*Tuesday, February 12*  
Dr. John Hiscott, Jewish General Hospital, Montreal. 103/104 FitzGerald Building. 12 noon.  
(Microbiology)



An Architect's Library of 1890. Exhibition in the Thomas Fisher Rare Book Library until March 29. See Exhibitions.

### Ultrafast All-Optical Fibre Soliton Logic Gates.

*Tuesday, February 12*  
Mohammed Islam, AT&T Bell Laboratories. 134 McLennan Physical Laboratories. 4 to 5:30 p.m.  
(Ontario Laser & Lightwave Research Centre)

### Pharmacanthropology of Drug Metabolism.

*Wednesday, February 13*  
Prof. Werner Kalow, Department of Pharmacology. 4227 Medical Sciences Building. 4 p.m.  
(Pharmacology)

### Alexander Dovzhenko, Known and Unknown.

*Thursday, February 14*  
Marco Carynnyk, Independent Scholar. 4049 Roberts Library. 4 to 6 p.m.  
(Ukrainian Studies)

### Sex, Speculation and the Origin of Diversity in Form and Function.

*Thursday, February 14*  
Prof. Rama Singh, McMaster University; evolutionary biology series. Lecture theatre, McLaughlin Planetarium. 8 p.m.  
(Botany)

### Calcium Channels and Calcium-Regulated Channels in Plant Signal Transduction.

*Friday, February 15*  
Prof. Ronald Poole, McGill University. B142 Earth Sciences Centre. 2:30 p.m.  
(Botany)

## MEETINGS & CONFERENCES

### Native Rights.

*Friday, February 8*  
27th annual conference on law and contemporary affairs. Royal Ontario Museum, 100 Queen's Park Cres. 9 a.m. to 4:30 p.m.  
Tickets \$15, available from the Faculty of Law.  
Program and information: 978-3725.  
(Law)

### Governing Council.

*Thursday, February 14*  
Council Chamber, Simcoe Hall. 4:30 p.m.

## PLAYS & READINGS

### Line One.

*To Saturday, February 9*  
By Volker Ludwig, directed by Herbert Olschok; University College Drama Programme production. Helen Gardiner Phelan Playhouse, 79A St. George St. Performances at 8 p.m.  
Tickets \$7, students and seniors \$5.  
Reservations: 978-1505.

### Conversations.

*Wednesdays to Sundays, February 6 to February 17*  
By Tennessee Williams and Sam Shepard, directed by Minda Johnson. Graduate Centre for Study of Drama production, 1990-91 season. Robert Gill Theatre, Koffler Student Services Centre. Performances at 8 p.m. except Sundays 2 p.m.  
Tickets \$7.50, students and seniors \$5.  
Reservations: Monday to Friday, 11 a.m. to 5 p.m., 978-7986.

### Waiting for the Parade.

*Wednesday, February 6 to Saturday, February 9*  
By John Murrell, directed by Joanne Towgood. TV Studio One, Scarborough College. 8 p.m.  
Donations welcome.  
Reservations: 287-7189.

### A. MacLeod.

*Friday, February 8*  
Reading. H214 Scarborough College. 10 a.m.

## MUSIC

### ROYAL CONSERVATORY OF MUSIC

#### Noon Hour Series.

*Wednesday, February 6*  
Diane Aitken, flute; Susan Gagnon, cello; and Katika Isherwood, piano. Concert Hall. 12:15 p.m.

#### Evening Series.

*Monday, February 11*  
John Perry, piano. Concert Hall. 8 p.m.  
Tickets \$15, students and seniors \$10.

### Chamber Concert Series.

*Thursday, February 14*  
Denis Brott and Eugene Rittich, conductors. Concert Hall. 8 p.m.

Information on all Conservatory concerts available from the publicity office, 978-3771.

### FACULTY OF MUSIC EDWARD JOHNSON BUILDING

#### Thursday Noon Series.

*Thursday, February 14*  
U of T Chamber Orchestra, David Zafer, conductor. Walter Hall. 12:10 p.m.

Information on all events in the Edward Johnson Building available from the box office, 978-3477.

### Amici Ensemble.

*Friday, February 15*  
Allan Vogel, oboe; Joaquin Valdepeñas, clarinet; Michael Sweeney, bassoon; Fredrick Rizner, horn; David Hetherington, cello; and Patricia Parr, piano. Walter Hall. 8 p.m. except Sundays 2 p.m.  
Tickets \$15, students and seniors \$10.

### Orpheus Choir of Toronto.

*Friday, February 15*  
Orpheus Chamber Choir with the Eric Robertson Jazz Ensemble and guest James Campbell, clarinet. Brainerd Blayden-Taylor, music director. Christ Church Deer Park, 1570 Yonge St. 8 p.m.  
Tickets \$16, students and seniors \$13.  
Information: 462-0160.

### HART HOUSE

#### Sunday Concerts.

*Sunday, February 17*  
St. Lawrence Quartet with Russell Braun, baritone. Great Hall, Hart House. 8 p.m.  
Tickets available at the hall

## FILMS

### Innis Winter Film Program.

*Thursday February 7*  
Minimalist Music—Minimalist Film: Nelson, Nelson, Reich and Serra; in conjunction with

Continued on Page 12



# UofT Bookstore

University of Toronto Bookstore  
214 College Street at St George  
Mon-Fri 9am-6pm / Sat 10am-5pm  
Sundays 12 noon-5pm  
416/ 978 7907 Fax 416/ 978 7242

If you **can't**

always make it

**Monday through Saturday**

why not come

# SUNDAYS

**Open 12 noon - 5 pm**

**The Bookstore and the Computer Shop**

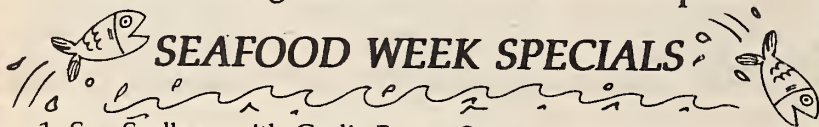


## The Faculty Club

41 Willcocks Street  
Telephone: 978-6325

**February 11th - February 15th, 1991**

Main Dining Room: 12:00 noon - 2:00 p.m.



1. Sea Scallops with Garlic Butter Sauce
2. Stir Fry Shrimps with Mixed Vegetables and Oyster Sauce
3. Poached Salmon Steak served with Lemon Butter Sauce

\$12.95 Plus Service Charge, G.S.T. and P.S.T.  
Cost includes a glass of Wine

Join us for "California Week"  
February 25th - March 1st 1991

Members & Guests Only

University of Toronto  
Department of Political Science  
presents

**A John M. Olin Lecture**

## Democracy Ancient and Modern

by  
**Pierre Manent**  
College of France

Tuesday, February 5, 1991  
4:00 p.m.

Sidney Smith Hall  
Room 3050  
100 St. George St.  
University of Toronto

Continued from Page 11

New Music Concerts.  
Tickets \$3.

**Friday, February 8**  
Paul Sharits in person with  
his films.  
Tickets \$3.

**Thursday, February 14**  
Yann Beauvais in person with  
his films. Innis College Town  
Hall. 7 p.m.  
Tickets \$4.

**Emilia Galotti.**  
**Friday, February 15**  
Co-sponsored by the Ontario  
Goethe Society. 205 Claude T.  
Bissell Building. 7:30 p.m.  
Tickets \$4.  
(Germanic Languages &  
Literatures)

### EXHIBITIONS

**SCARBOROUGH  
COLLEGE**

**Bestlary.**  
**To February 8**  
St. Michael's Print Shop.  
The Gallery, Meeting Place.  
Gallery hours:  
11 a.m. to 4 p.m.

**UC PLAYHOUSE.**

**Theatre Masks of Paola  
and Paolo Consiglio.**

**To February 9**  
Thirty theatre masks  
representing traditional  
Italian "Commedia dell'Arte"  
styles have been chosen from  
the permanent collection at  
the Mestieri d'Arte Museum  
in Florence.  
Hours: Monday to Friday, 10  
a.m. to 5 p.m.

**ERINDALE COLLEGE**

**Jerome McNicholl.**  
**To February 27**  
Recent paintings. Art Gallery.  
Gallery hours: Monday to  
Friday, 11 a.m. to 7 p.m.;  
Saturday and Sunday,  
12 noon to 5 p.m.

**JUSTINA M. BARNICKE  
GALLERY, HART HOUSE**

**Dan Goorevitch.**  
**To February 28**  
Drawings and paintings.  
Both galleries.  
Gallery hours: Monday and  
Friday, 11 a.m. to 6 p.m.;  
Tuesday, Wednesday and  
Thursday, 11 a.m. to 8 p.m.;  
Saturday and Sunday,  
2 to 5 p.m.

**THOMAS FISHER RARE  
BOOK LIBRARY**

**An Architect's Library  
of 1890.**  
**To March 29**  
Exhibition of rare books

celebrating the centenary of  
teaching architecture and 25  
years of landscape architec-  
ture at U of T. 1st and 2nd  
floors.  
Hours: 9 a.m. to 5 p.m.

**ROBARTS LIBRARY**

**Arts and Culture of  
Romania.**  
**February 4 to February 28**  
Artifacts, photographs,  
ceramics and books. Main  
Display Area.  
Hours: Monday to Friday,  
8:30 a.m. to midnight;  
Saturday, 9 a.m. to 10 p.m.;  
Sunday, 1 to 10 p.m.  
(Alumni & Community  
Relations)

### MISCELLANY

**National Survival in  
Dependent Societies:  
Social Change in Poland  
and Canada.**  
**Tuesday, February 12**  
Round table discussion.  
Participants: Profs. Gilles  
Houle and Arnaud Sales,  
University of Montreal; and  
Witold Morawski, University  
of Warsaw; visiting Depart-  
ment of Sociology; and Gary  
Caldwell, Montreal Institute  
of Culture. Room 506, 203  
College St. 3 to 5 p.m.  
(CREES and Sociology)

**LARRY SEFTON**

**MEMORIAL LECTURE**

## "Full Circle: Reflections on 20 Years of Labour Market Regulation"

Monday, February 11th, 1991 8:00 p.m.  
Room 140, University College

**Professor George Adams**

(Professor of Law, University of Ottawa, and  
Former Chair of the Ontario Labour Relations Board)

**Admission: Free**

For more information call 978-4197  
Woodsworth College



University of Toronto

## HartHouse food services

YES!

We are open during study week!  
(Great Hall and Gallery closed for dinner)

WHY  
FOR



WAIT  
SPRING?

Come on over and  
enjoy our specials now!

Food specials and gigantic sale in the  
tuck shop



## Classified

A classified ad costs \$13 for up to 35 words and \$.25 for each additional word (maximum 70). Your name counts as one word as does your phone number, but the components of your address will each be counted as a word. No charge for postal code.

A cheque or money order payable to University of Toronto must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Nancy Bush, Department of Public Affairs, 21 King's College Circle, 2nd Fl., Toronto, Ontario M5S 1A1. Ads will not be accepted over the phone.

To receive a tearsheet and/or receipt, please include a stamped self-addressed envelope.

### Accommodation Rentals Available - Metro & Area

**Annex West.** Beautiful, bright, renovated 2-bedroom, with all amenities and garden. Available now at \$1,400/month. And to share: large 2-bedroom, 2-bath, for or after March 1, \$750. 538-6912.

**Avenue Road & St. Clair.** Sunny southwest-facing 2-bedroom condominium. Penthouse floor. Fireplace, balcony, garage parking, laundry facilities on same floor, near subway and buses. \$1,350/month. Available February. Phone 960-1121.

**Yonge/Wellesley.** Luxury 1-bedroom condo. 6 appliances, fireplace, hardwood floors, central air, quiet low-rise 36-unit building. \$900, hydro & cable extra. Available February 1 or TBA. 321-0062 days, 609-2851 after 7.

**College/Grace.** 5 bedrooms plus sun-room. Charming Victorian home, quiet street. Ideal for graduate students, visiting professors. Short walk to U of T, teaching hospitals, shopping, TTC. No smokers. \$1,690 plus utilities. 537-7030 (machine), (519) 439-7969.

**House in Riverdale.** Complete renovation, 3 bedrooms, skylights, deck, parking, TTC, Danforth/Carlaw. \$1,400 per month excluding utilities. Telephone 466-0909.

**Fully furnished** and equipped charming four-bedroom Victorian family house, plus yard, three blocks from main campus. Available for rent between June 15, 1991 and August 15, 1992. \$1,800 per month excluding utilities. Phone 537-2501 9-5 p.m.

**Huron/Sussex,** steps to campus. Large studio apartment, newly renovated Victorian house, fireplace, sauna, available immediately. \$800 monthly includes all utilities. First and last months' rent and references required. Could be furnished & fully equipped at additional cost. Parking available. Call 971-6094 or leave message.

**Harbourfront.** Sabbatical rental, July 15, 1991-August 15, 1992. Furnished one-bedroom apartment. Spectacular lake and city views. Utilities, parking included. Non-smokers, references. Rent negotiable. Call 979-3191 evenings, weekends.

**Don Mills/DVP/Lawrence:** three bedrooms plus den, modern kitchen, five appliances, 1 1/2 bathrooms, large deck and yard, excellent schools. Asking \$1,500 + utilities. March 1, 1991. 445-4596.

**Annex-** Macpherson Avenue, east of Avenue Road. Charming, recently renovated townhouse, with private enclosed parking.

Sunny open living/dining area, super designer kitchen & bath, beautiful wood throughout house, bedroom & den & lower studio/study, large private deck. Can be rented with or without fine Canadian art and Victorian furniture. Complete revealing photo collection available. Price negotiable and reasonable. 944-2831.

**Sabbatical sublet.** Five-minute walk to U of T in very quiet house. Ground-floor apartment, in-law apartment in basement. Main apartment: bedroom, living-room, large eat-in kitchen, all appliances, full bathroom, study, patio, garage, wood floors, ceramic tile. Basement: kitchenette with fridge, microwave, sitting-room, full bathroom, bedroom, laundry. Furnished if required, including computer, drafting table. August 1, 1991 to July 1992 (negotiable). All services, heating included. Possible auto loan. \$1,300/month. 534-1398.

**A two-storey,** 3-bedroom, detached home located on quiet street west of Bathurst, south of St. Clair (near St. Clair West subway), for one to two years. Features include 2 fireplaces (1 working), large kitchen, newly renovated living/dining-room, backyard, garage. \$1,250 plus utilities. Contact Nicole Hodak - 979-2211.

**Bayview/Steeles.** Nicely furnished executive family home, four bedrooms, family room, fireplace, air-conditioning, 3 bathrooms, close to schools, TTC, shopping. Available July 1991-July 1992. Asking \$2,200 +. Phone 223-2554 after 4:00 or weekends.

**Great sabbatical rental.** Broadview/Danforth (at subway), 12 minutes to U of T. Large, sunny 1-bedroom apartment. Nicely furnished. Best view in town. Available March 1-? A steal

for view alone at \$990. Parking available. References required. 469-4775.

**Yonge/St. Clair.** Immaculate apartment, triplex, 2 bedrooms, 2 baths, fireplace, garage, yard, laundry, new kitchen, dishwasher, charming, convenient, quiet, near subway. Furnished/unfurnished. Flexible dates. \$1,300/month, \$900 if shared with mostly absent owner. (Or for sale). 964-3375.

**Parkdale area house.** 2 storeys, 3 bedrooms, newly renovated kitchen and bathroom, fully carpeted throughout, full basement, small gardens, stove and fridge supplied. Lease required. Available immediately. \$1,500 + utilities per month. 532-0821.

**Annex sublet.** March & April. Furnished, bright, charming house on quiet street near Bathurst & Bloor. 1 bedroom, 2 studies/bedrooms, living, dining, kitchen, washer/dryer, fireplace, parking, basement storage. Non-smokers only, no pets. 588-6797.

**Luxury condo,** waterfront, 10 minutes from downtown; brand-new, 2 bedrooms, solarium, 2 baths, all appliances. Sports complex, pool and marina. All-inclusive rental, competitive rates. 769-0843.

**Bay/Wellesley,** brand-new luxurious condo, steps to campus, subway. 24-hour security, 1 1/2 bedrooms, professionally furnished. \$1,800/month. Maid service or unfurnished available. Call Dr. Simon, 961-9985.

### Accommodation shared

**Avenue & Eglinton:** quiet, tidy, mature non-smoker; male or female; parking, fireplace, laundry. \$600 +. March 1. 481-3705 after 8 p.m.

### Accommodation Overseas

**London,** minutes from the British museum. 1-bedroom apartment, £200 weekly, excluding telephone. Minimum let two months. References required. Toronto 763-3899.

### Accommodation Exchange

**Montreal family** coming to Toronto. One-year fellowship in

Radiology commencing July 1991. Looking to exchange residences. Offering lovely three-bedroom house. Pleasant residential neighbourhood. Subway, shopping, schools, parks close. Anita (514) 748-2855.

### Houses & Properties for Sale

**Rosedale condominium** (not co-op). Spacious 2-bedroom, 2-washroom unit in well-maintained building. Excellent location, steps to subway & downtown, minutes from U of T! First-floor entrance but third-floor view, overlooking ravine! Russ, 924-4161.

### Vacation/Leisure

**BACKPACK CANADA, UNITED STATES, PERU, BOLIVIA & NEPAL.** Adventurous backpacking treks through the Ocala National Forest in Florida, in the magnificent Canadian Rockies, the Grand Canyon in Arizona, the Appalachians during the autumn colour season, hut hopping in the White Mountains of New Hampshire, Alaska and the Yukon - trekking the Chilkoot Trail, the Andes Mountains of Peru including Machu Picchu, Bolivia - Llama Trekking and Nepal - the Annapurna Sanctuary. We have some trips where we hike out daily from base camps. No experience is necessary. Request brochure. WILLARDS ADVENTURE CLUB, Box 10, Barrie, Ontario, Canada L4M 4S9. (705) 737-1881.

**Collingwood, Cranberry Village.** 2-bedroom luxury townhouse, sleeps 6, downhill, cross-country skiing, indoor pool, free kids

activities, mountain view, fireplace. Weekends \$295, week \$575. 979-9411, 1-416-476-5482.

### Secretarial & Word Processing

Excellent word processing skills available. Fast, accurate processing of manuscripts, theses, essays, reports, résumés, etc. Reasonable rates. Dependable, confidential service. Call Ms Fulford 445-8499. Pick-up and delivery of large projects.

**Word processing.** Essays, reports, résumés. Shelley Tait 421-5181.

**Reliable and Accurate** word processing service. All sorts of typing work are welcome. Convenient pick-up & delivery (within the campus). \$1.80 per page. Please call Pamela 978-2067, 9-5 p.m., Mondays through Fridays.

### Miscellaneous

**Victoria B.C. Real Estate.** Experienced, knowledgeable realtor with university faculty references. Will answer all queries and send information about retirement or investment properties in Victoria. No cost or obligation. Call (604) 595-3200 or write Lois Dutton, RE/MAX Ports West, 3200 Shelbourne Street, Victoria, B.C. V8P 5G8.

**IMPROVE YOUR WRITING.** Professional editor with extensive publishing experience will help with your paper, thesis, dissertation, or manuscript. Focus your thoughts, show you where to cut or to expand, clarify awkward sentence structure, etc. Free

estimate. Elite Editorial Services. 927-8761.

**PERSONAL COUNSELLING** in a caring, confidential environment. U of T staff extended health care benefits cover the full cost. Close to campus. Dr. Ellen Greenberg, Registered Psychologist. The Medical Arts Building, 170 St. George Street, 961-3683.

**ACCENT NEED ADJUSTMENT?** Communication enhancement classes forming with "accent" on formation and production of the English sound system, pronunciation and intonation patterns. Now in its 6th year. Over 1,000 satisfied graduates attest to its value. Groups of 6-8 participants. Gandy Associates 767-6691.

**SAVE ON FRAMING.** Laminate. Protected forever against deterioration. Posters, drawings, advertisements, awards, art reproductions, magazine and annual report covers, photographs. Sample and price list. HEDDINGTON'S. (416) 484-0060. Fax: (416) 487-0062. 135 Heddington Avenue, Toronto, Ontario M5N 2K9.

**A freelance Gal Friday,** with car - for personal or business. Administrative/secretarial. 651-4690.

**PROF. GUNNAR ADLER-KARLSSON,** Capri Institute for International Social Philosophy author of *Textbook for the 1990s*, will conduct a seminar "Toward Theories of Global Integration," Tuesday, February 19, 10 a.m. - noon, Senior Common Room, Sir Daniel Wilson Residence, 73 St. George Street (University College). All are invited.

# GET A SOUND EDUCATION

*Open College*  
*University-level credit courses*



**Woodlands**  
FINE INDIAN CUISINE  
Daily lunch & dinner specials  
• Fully licensed  
• Take out & catering  
• Family-owned & operated  
177 College St. at McCaul  
593-7700

**CAMPBELL**  
MOVING  
SYSTEMS INC.  
MEMBERS OF UNITED VAN LINES

### UNIVERSITY OF TORONTO PREFERRED CARRIER

- Local & Long Distance Moving
- Overseas Shipping
- Office Storage & Moving
- Special Rates for Faculty & Staff

**MARK HUDSON**  
670-1645  
Fax 670-2757

Non-commercial Radio

91.1  
**CJRT-FM**



## The Faculty of Law Library

❖ ❖ is moving ❖ ❖

From Feb 4 to 10, 1991 the library expects to be **CLOSED** for the move from Robarts Library to the new Bora Laskin Law Library, 78 Queen's Park.

To confirm hours of opening at either location around these dates, please call 978-5537.

## THE JOY OF MAKING MUSIC

The HART HOUSE CHAMBER WINDS has openings for oboe, bassoon, clarinet and trumpet, as well as the other winds from piccolo to tuba. We also have need for a percussionist.

*Peter Torvik is the conductor.*

The next concert is the last week in March. Rehearsals have just started, meeting every Monday evening, 7:15 to 9:30 pm at Hart House. Open to faculty, staff and alumni, as well as to students.

Come and recapture that old joy of hearing yourself make music!

## HART HOUSE HAIR PLACE

Cuts are our specialty

Men's cut .....	\$12
Women's cut .....	\$16
Perms .....	\$60
Highlights .....	\$46

GST included in price  
"Our experience means  
professional results"

MONDAY-FRIDAY

8:30 - 5:30

7 HART HOUSE CIRCLE

978-2431

The 1991 Malim Harding Visitorship Lecture

### Prof. Jeffrey Sachs

Galen L. Stone Professor of International Trade  
Harvard University

will lecture on

The Prospects for Economic  
Transformation in Eastern Europe

Monday, February 11, 1991

4:00 - 6:00 pm

George Ignatieff Theatre  
Trinity College  
15 Devonshire Place  
University of Toronto

This is a free public lecture. For further  
information call 978-4352.



Department of Economics  
Department of Political Science  
University of Toronto

## ST. GEORGE MASSAGE THERAPY CLINIC

- stress management
- pain relief

located just off campus in  
the Medical Arts  
Building at  
St. George and Bloor

for an appointment call  
534-8987

*U of T extended health care  
plan includes massage  
therapy in its coverage*

10th  
YEAR

## Kensington Kitchen

Mediterranean specialties include cous cous, lamb, hummus, falafel, tabbouleh, vegetarian pasta & seafood.  
Open daily til 11 p.m. • Sunday brunch • Group reservations • Fully licensed • 124 Harbord St. 961-3404

# Top Rate RRSPs

## Plus Transfer Bonus Up to \$500

**Unicoll Credit Union will match the best non-conditional rates offered at the 10 largest banks and trusts for fixed-rate RRSPs with terms ranging from one year to 30 months.**

**Transfer your existing RRSP at a bank or trust company to Unicoll for a fixed term from 18 to 30 months and Unicoll will pay you a \$5 interest bonus credited to your RRSP for every full \$1000 transferred up to a maximum of \$500 in bonus interest.\***

## Unicoll Credit Union

**245 College St. (east of Spadina) 978-5505**

**Monday-Friday, 10am-4pm; except Thursday, until 6pm**

\* Top rate guarantee applies to non-conditional advertised rates for 1-year to 30-month fixed rate RRSPs only at Royal Bank, CIBC, Bank of Montreal, Toronto Dominion Bank, Bank of Nova Scotia, National Bank, Royal Trust, Central Guaranty Trust, Canada Trust and National Trust. Unicoll will monitor and change rates weekly, as required. Top rate guarantee and transfer bonus offers expire March 1, 1991. Unicoll reserves the right to withdraw the rate guarantee offer at any time.



## Research Notices

For further information and application forms, please contact ORA at 978-2163 except where indicated.

### Alberta Occupational Health & Safety/Heritage Grant Program

Funds are available to support research activities designed to increase understanding of occupational health and safety problems and to develop and assess new strategies and approaches for dealing with these problems. Research project results should have direct and immediate application to Alberta worksites.

While eligibility is confined to investigators who are normally resident in Alberta, consideration will be given to outside applications where the proposed work is of high significance and relevance to Alberta. Further details on the types of awards offered are contained in the Grants & Awards Guide. Deadline for all programs is the *last working day of each month*.

### Banting & Best Diabetes Centre

**Hugh Sellers Fellowship**  
The fellowship is awarded to an applicant proposing to conduct research relevant to diabetes and is for one year. A candidate must hold either an MD, DDS, DVM, PhD or equivalent degree. Because of the small number of fellowships available candidates are encouraged to apply to other agencies and evidence of this should be submitted as part of the application along with a letter in support of the application from the potential supervisor.

### Studentship Award

The award is offered to highly qualified graduate students who are undertaking full-time training in research relevant to diabetes and supervised by members of the centre. Applications must be admitted in full standing to the School of Graduate Studies by the time the award is to take effect or already be enrolled in an MSc or PhD program at U of T. Those in combined MD/PhD programs may apply for the award to be held during any 12-month period in which they will spend at least two-thirds of their time

working toward the PhD, in which case the award will be prorated. The amount of the award is equivalent to the MRC studentship award and is for one year. Because of the small number of studentships available, candidates are encouraged to apply to other agencies and evidence of this should be submitted as part of the application.

Details for both programs and application forms are available from the Banting & Best Diabetes Centre, 3 CCRW - 836, Toronto General Hospital, 978-4656. Deadline is *March 1*.

### Connaught Fund

The Connaught Committee is accepting applications for phase I new staff grants of \$10,000. Eligible applicants include new faculty who took up appointments no earlier than July 1, 1990, new faculty recruits who have accepted but not yet taken up their appointments or individuals being recruited who have not yet accepted the offer of employment. An individual may be nominated for a phase I award only once and nominations for awards must be submitted by the departmental chair or faculty dean. Candidates must meet the eligibility criteria detailed in the program guidelines.

Information and forms are available from the Connaught secretariat, 978-6475. Deadlines are *March 1* and *May 1*. Nominations are encouraged for the March 1 competition, unsuccessful candidates in the March 1 competition will automatically be entered for May 1.

### Fondation Fyssen

Funds are available for research involving scientific analysis of logical behaviour mechanisms, reasoning ability, the cognitive process in humans and other animals and the biological and cultural basis of that process. Programs include exchange scholarships and research grants to foreigners for study in France and to French students for study abroad. Deadline for all programs is *March 31*.

**Health & Welfare Canada**  
Effective immediately, NHRDP is implementing two

two annual cycles for the review of all applications for the support of AIDS-related research activities including research projects, pilot and feasibility studies, formulation proposals and demonstration/evaluation projects and career and training awards. Deadlines are *March 15* and *September 15*.

While it is not mandatory, researchers interested in conducting AIDS-related research may wish to submit a preliminary letter of intent. Full-scale applications will be solicited from those proposals which are considered to fall within the terms of reference of the NHRDP AIDS program. Letters of intent may be submitted at any time. *Conferences/workshops on AIDS*: applications may be submitted at any time but should be received by NHRDP at least *six months before* the conference date.

### Institute for International Programs

IIP announces the initiatives fund made possible by the Breakthrough campaign. Proposals are invited for international activities and projects that will enhance learning and research at U of T, be continuing and self-sustaining, foster cooperation and partnership within U of T and, if possible, with outside organizations and attract further financial support. In most instances projects will be for one year with maximum funding of \$10,000. Funding will be provided for direct costs only.

For further information (including internal deadlines and signature requirements) and application forms, please contact IIP at 978-1870. Deadline is *March 1*.

### Medical Research Council

Investigators are alerted to a change in the University-Industry Grants & Awards Guide 1990/91 paragraph 51. The regulations with regard to graduate students should now read: "As of July 1990 the minimum stipends which must be paid to research trainees **from all sources** are ...."

**Muscular Dystrophy Association of Canada**  
The association will support

10 fellowships in neuromuscular research for three summer months in 1991. Applicants may be medical students (in any year) or science students (third or fourth year of studies) who have obtained acceptance by a supervisor operating an active neuromuscular research laboratory supported by MDAC or another major granting agency. Deadline is *February 7*.

### National Research Council

**Training Program for Women in Science & Engineering**  
NRC will provide financial assistance and career-related training to Canadian women at the undergraduate level. The training and financial support for participants will be for the second, third and fourth years of undergraduate studies at \$10,000, \$12,000 and \$15,000 per year respectively. All applications must be routed through the departmental chair's office and must reach ORA by *February 19*.

### Ontario Ministry of Transportation

A call for proposals for the following research needs has been issued.

- 90001 Iron and manganese bearing bacteria in gravel
- 91009 Coefficient of subgrade reaction for structures
- 91012 Warning signs on the rear of school buses
- 91021 Effects of roadway illumination on traffic safety
- 91022 A review of access control policies
- 91023 Highway shoulder types and safety
- 91025 Effectiveness of "safety signs" on Highway 17
- 91030 Recycled glass as an asphalt concrete additive
- 91033 Laboratory evaluation of recycled bituminous mat.
- 91036 Roadside brush control techniques
- 91040 Modelling of fisheries habitat loss and replacement
- 91047 Winter water quality
- 91048 Long-term buildup of automotive contaminants
- 91052 Waste rubber/plastics in highway products
- 91053 Visco-elastic solution of impact wave propagation
- 91054 Titanium anode mesh cathodic protection system
- 91055 Electrochemical

removal of chloride from concrete  
91059 Investigate and update road user cost parameters  
91066 Cooperative snow control initiatives

Deadline for all proposals is *February 15*.

### University of Toronto

Where institutional overhead/indirect cost is an allowable component under a granting agency's program, investigators must include overhead in the budget at the full identified rate. Where there is no identified rate, it is U of T's policy that the rate of 65 percent of direct payroll costs and two percent of travel and subsistence costs be included. For contract purposes, investigators must consult directly with ORA.

A proportion of overhead monies received is returned to the research project's administering department/division. The proportion returned to the department is usually 50 percent of the total overhead income from any one project. Research Board Guidelines on the Use of Department Research Overhead distributed in June 1988 are available from ORA.

### Upcoming Deadlines

Alberta Occupational Health & Safety/Heritage Grant Program - research grants: *last working day of each month*.

Banting & Best Diabetes Centre - Hugh Sellers fellowships; studentships: *March 1*.

Banting Research Foundation - research grants: *March 1*.

Canadian Foundation for Ileitis & Colitis - research grants: *March 1*.

Canadian Liver Foundation - studentships: *February 15*.

Cancer Research Society - research grants and fellowships: *February 15*.

Connaught Fund - phase I new staff grants nominations: *March 1* and *May 1*.

Easter Seal Research Institute - summer studentships: *March 1*.

Fight for Sight Inc. - grants-in-aid, post-doctoral fellowships, student fellowships: *March 1*.

Fondation Fyssen - research

grants; exchange scholarships: *March 31*.

Health & Welfare Canada, NHRDP - fellowships: *February 15*;

AIDS-related applications: *March 15*;

letters of intent: *any time*.

Heart & Stroke Foundation of Canada - symposia and workshops: *March 1*.

Institute for International Programs - initiatives fund: *March 1*.

Juvenile Diabetes Foundation US/Canada - research grants (abstract): *February 15*;

full application: *March 1*.

Kidney Foundation of Canada - summer studentships: *February 15*; Allied Health Council - fellowships, scholarships, research grants, special projects: *February 15*.

Medical Research Council - university/industry operating grants; clinical trials; research chairs; visiting program; workshops: *March 1*.

Muscular Dystrophy Association of Canada - fellowships: *February 7*.

National Cancer Institute of Canada - T. Fox team development grants (letter of intent): *February 15*.

National Research Council - training program for women in sciences and engineering: *February 19*.

Ontario Ministry of Health - northern health unit partner statements: *March 1*.

Ontario Ministry of Transportation - specifically identified proposals: *February 15*.

Physicians Services' Foundation Inc. - research grants: *February 28*.

Physiotherapy Foundation of Canada/3M Canada - research scholarships: *February 15* (please note change).

Sport Canada - applied sport research program: *February 15*.

U of T, Life Sciences Committee of the Research Board - departmental submissions for summer programs: *February 28*; Humanities & Social Sciences Committee of the Research Board - conference travel grants (conferences held March 15 - Sept. 15 or later): *March 15*.

## Positions Elsewhere

Notice of the following vacancies outside the University has been received by the Office of the President.

### University of Lethbridge

**Vice-President (Academic)**  
Send nominations and applications to: Dr. Howard E. Tennant, President and Vice-Chancellor, University of Lethbridge, 4401 University Drive, Lethbridge, Alta. T1K 3M4

### Laurentian University

**Dean, Faculty of Social Sciences and Director, Library**  
Send nominations and applications to: Dr. Michael Dewson, Vice-President, Academic, Laurentian University, Sudbury, Ont. P3E 2C6

### University of Kentucky at Lexington

**Vice-President (Research and Graduate Studies)**  
Send applications to: Thomas M. Watkins III, Lamalie Associates, Inc., Thanksgiving Tower, 1601 Elm St., Dallas, TX 75201

### University of Glasgow

**Chair of Biblical Criticism, Department of Biblical Studies**

Further information may be obtained from: The Academic

Personnel Office, University of Glasgow, Glasgow, Scotland G12 8QQ

### University of Wisconsin at Whitewater

**Chancellor**  
Send nominations and applications to: Dr. Richard P. Haven, Chair, Chancellor Search and Screen Committee, P.O. Box 626, Whitewater, WI 53190

### University of Wisconsin at La Crosse

**Chancellor**  
Send nominations and applications to: Dr. C. Richard Kistner, Chair, Chancellor Search and Screen Committee, University of Wisconsin-La Crosse, La Crosse, WI 54601

### Babson College

**Vice-President (Academic Affairs)**  
Send applications and nominations to: Dr. James E. Perry, Chair, VPAA Search Committee, Room 107, Babson College, Babson Park (Wellesley) MA 02157-0901

### University of Maryland at College Park

**Dean, College of Behavioral & Social Sciences**  
Send nominations and applications to: Dean Robert Griffith, Chair, Behavioral and Social Sciences Dean

Search Committee, c/o College of Arts and Humanities, University of Maryland at College Park, College Park, MD 20742-7311

### University of Wisconsin at Madison

**Dean, Information Technology**  
Send applications to: Professor Stephen M. Robinson, Chair, Search and Screen Committee, University of Wisconsin-Madison, 134 Bascom Hall, 500 Lincoln Drive, Madison, WI 53706

### University of Tennessee

**Vice-Chancellor (Academic Affairs)**  
Send nominations and applications to: Dr. Kenneth R. Walker, Chairperson, Vice-Chancellor for Academic Affairs Search Committee, 527 Andy Holt Tower, University of Tennessee, Knoxville, TN 38996-0150

When it comes to hiring the Deaf, seeing is believing.

271 Spadina Road  
Toronto, Ontario  
M5R 2V3  
416-964-9595  
(TDD) 416-964-0023

THE CANADIAN HEARING SOCIETY FOUNDATION

## PhD Orals

Graduate faculty please call the PhD oral examination office at 978-5258 for information regarding time and location for these listings.

### Monday, February 4

Patrick Francis Kelly, Department of Physics, "Non-Riemannian Geometries in Gravitation and Field Theory." Prof. R.B. Mann.

Linda Rae Steward, Department of History, "A Woman of Courage: A Biography of Agnes Campbell MacPhail." Prof. S. Van Kirk.

### Tuesday, February 5

Louis Marmet, Department of

Physics, "Second-Harmonic Generation in Atomic Hydrogen with and without an Electric Field." Prof. B.P. Stoicheff.

### Wednesday, February 6

Sharon Elizabeth Bodrug, Department of Molecular & Medical Genetics, "Molecular Analysis of X-Autosome Translocations in Females with Muscular Dystrophy." Prof. R.G. Worton.

### Thursday, February 7

Marlene Behrmann, Department of Psychology, "Attention and Word Recognition in Neglect Dyslexia:

Evidence from Brain-Damaged and Normal Subjects and from a Computational Model." Prof. M. Moscovitch.

### Friday, February 8

Mark Anthony Cotter, Department of Chemical Engineering & Applied Chemistry, "Transient Natural Convection in Petroleum Storage Tanks." Prof. M.E. Charles.

### Wednesday, February 20

Michael Nevin Rutherford, Department of Molecular & Medical Genetics, "Interferon-Induced Gene Expression." Prof. B.R.G. Williams.

## Principal, Innis College

IN ACCORDANCE with the Haist Rules, President Robert Prichard has appointed a committee to recommend the appointment of a principal of Innis College effective July 1. Members are: Professor Joan E. Foley, vice-president and provost (*chair*); Professors Laszlo Endrenyi, associate dean, Division IV, School of Graduate Studies; Verna Higgins, Department of Botany; Brian Parker, dean of arts, Trinity College; and Stephen S. Tobe, associate dean, mathematical, physical and

life sciences, Faculty of Arts & Science; and Professor Peter Allen, Patricia McDonnell, Patricia Petersen and Bart Testa, teaching staff, Innis College; Philip Howard, Sandy Oh and Jennifer Reid, students, Innis College; Sirje Jarvel, alumna, Innis College; and Stella Gamble, Office of the Vice-President & Provost (*secretary*).

Nominations and comments are welcome. These should be sent by *February 8* to Provost Joan Foley, room 225, Simcoe Hall, or to any member of the committee.





# The part-time paradox

As their numbers and importance grow,  
our universities fail to respond

*Much innovation goes on at every first-rate university. But it is almost never conscious innovation in the structure or practices of the university itself. University people love to innovate away from home. — John Gardner*

**P**art-time study is particularly vulnerable to the system-wide pressures on universities. Together, part-time students in degree and non-degree programs outnumber full-time students by 27 percent; since 1976-77 part-time degree enrolments have grown 54 percent, compared to 29 percent for full-time enrolments. According to Statistics Canada, non-degree registrations in Canadian universities totalled 323,000 (by an estimated 248,700 persons) in 1987-88 ("Continuing Education in Canadian Universities 1987-88," *Educational Statistics Bulletin*, Vol. 12, No. 2, p. 1).

Today's part-time study is a phenomenon of younger as well as older students. Increasingly, full-time students become part-time students at some point before degree completion. Part-time demand is increasing for graduate programs and access remains unduly restricted. Ontario universities view with alarm off-shore institutions offering part-time graduate study here. But if Ontario universities will not provide middle-class "baby boomers" with access to part-time study — particularly at the PhD level — they will buy it elsewhere.

Part-time students continue to be short-changed by their universities. Few faculty keep office hours after 5 p.m. or on weekends. Evening students often encounter contract instructors who have no office facilities and little knowledge of academic or administrative regulations. Courses are seldom available in intensive or combined formats. Students must choose every Wednesday at 10 a.m. or every Tuesday at 7 p.m. What about those who travel or work shifts? Institutions refer them to correspondence programs, often implying (inaccurately) that this is a substandard choice. As part-timers, they are more likely to move before graduation and face transfer of credit hassles — being asked to repeat previous successful work, or being told — after the fact — that University x considers University y's courses substandard.

Financial assistance for part-timers is abysmal. As Judith Potter and Anne Stapleton make clear in *Financial Assistance and Academic Recognition for Part-Time Undergraduate Students at Canadian Universities* (University of New Brunswick, 1988), just over half our institutions offer them scholarships; six provinces offer no bursary assistance. The terms of the Canada Student Loans Program make it virtually useless for part-timers. Non-degree part-timers suffer all the problems noted above, compounded by their lack of status — no academic counselling services, financial assistance or academic recognition.

For part-timers, whose schedules don't allow access to the full range of offered courses, the accusation that liberal arts programs are little more than incoherent collections of courses has added meaning. Too often, students leave university classrooms having encountered issues viewed only in the context of the individual teacher's animating culture, that of the history of their discipline.



Jacquelyn Wolf is director of the School of Continuing Studies and president of the Ontario Council for University Continuing Education.

**T**he primary increase in future demand will come from older students, many of whom already have earned an undergraduate degree. More than one-third of Canadians are "baby boomers," 24 to 43 years old. Combined with 25 percent of Canadians over the age of 65, more than half our population is over 30 years of age. Immigrants are not expected to stop population decline; as a proportion they remain, at 16 percent, roughly the same as in 1951. The "baby-boom echo" has been small, despite 1989's birth increase. Most of the workforce for the next 25 to 30 years is already on the job.

As our population ages — and economic and technological globalization continues — new, multidisciplinary employment needs will emerge. These new careers will be required to address complex economic and social problems not amenable to solution by limited skills training. There will be unparalleled demand for post-secondary resource reallocation to meet pressing social needs.

This future calls out for an integrative, lifelong curriculum which will re-

century? Regrettably, they are not. University faculties and administrators desire such excellence and have the intellectual resources to meet that goal. Financial pressures in the past decade have affected morale and creative energy. However, these pressures do not seem likely to lessen but to worsen. Proper infrastructure to support present models of post-secondary education no longer exists.

**W**e must rethink the nature of higher education to provide coherence and integration in learning. We must emerge from our academic specialities and exercise judgement over the fragmentation characterizing most of our undergraduate and many of our graduate programs.

Internal disciplinary linearity is not the sole basis for chronological acquisition of knowledge. We need to take seriously the concept of lifelong learning and address the following questions, among others: what metaphysics informs our shared ends in the education of students? what is a course and a program? what are the curriculum design implications of large numbers of students over the age of 24 whose learning is more related to work patterns and experiences than to the traditional symbols of undergraduate residential and social life? In establishing degree requirements, how can we measure demonstrated competencies rather than completion of minimum numbers of class hours or credits?

To address these questions we will have to abandon a number of institutional shibboleths, including the artificial distinctions between degree and non-degree instruction at our own institutions. What began as a fiduciary distinction has become a perceived qualitative difference. Present practice punishes faculty, particularly young faculty, who participate in non-degree instruction. This internal barrier frustrates — no, infuriates — students who have completed substantive, evaluated academic work not recognized by the offering university. This internal barrier also prevents the university from integrating learnings from multidisciplinary experimentation within non-degree programs. We must remove these internal barriers without losing the responsiveness and flexibility which has characterized non-degree curriculum development.

So much has been said by so many over the years about the inconsistent, often irrational and always arbitrary, institutional rules regarding transfer of credit. It is surely a judgement on universities that we have talked for 40 years or more and made no progress toward resolution.

The characterization of part-time students, undergraduates and especially graduates, as less committed is unsubstantiated. Their competing commitments to family and work simply mean part-timers must spread their efforts further and time them differently. We must correct the current overt, systemic discrimination and respond to this reality.

We must rethink the nature of teaching and of the faculty-student relationship to achieve learning effectiveness. As academics we cherish the long-lost model of the scholar surrounded by a few select learners as the ideal in post-secondary instruction. Glutted with students — with shortages in qualified faculty looming — we single-mindedly direct our resources toward live-lecture modalities. Still, too many instructors use only didactic methods and view the chalkboard as the seminal audio-visual aid. Faculty-student intimacy exists only in the research environment and is reserved for graduate survivors of the system. We blame student weaknesses for poor retention rates — not our own programs and teaching — and disparage instructional aids and enhancements as "hand-holding."

Universities must enlist their best scholars in the process of educational experimentation. Older and intermittent students are demanding learners. Their personal and organizational life experience increases self-confidence and diminishes traditional deference shown by young learners to older instructors. They don't understand why universities supported by their tax dollars do not provide classes in varying delivery formats, at more convenient times, in ways which recognize business travel and family illness are normal life interruptions. If we reallocate our present resources in this direction it will prove easier to convince public funders to support those institutions actively engaged in educational reform.

In responding to suggestions for change, we must extend ourselves beyond the cry, "But what about the money?" As long as we continue our present models for structuring universities, for configuring faculty and their deployment, money will continue to dominate our rhetoric and our energies. We cannot continue to do more with less using the present model. We can reallocate our already considerable financial resources to move to another, appropriate stage of our development if will can be harnessed to imagination and courage.

Based on the brief by the Ontario Council for University Continuing Education presented to the Commission of Inquiry on Canadian University Education, Nov. 21, 1990. For a copy of the OCUCE brief, call 978-2417.

**Part-time students continue  
to be short-changed by  
their universities**

quire careful thought about values as well as organization of content. The information explosion made possible by new technologies does not come with any organizational frameworks and criteria for evaluation. Where but in universities do the resources and mandate reside to address this most urgent of learning needs?

Will universities continue to serve primarily younger learners or an increasingly older clientele? Pick either position — the outcome, educationally, is the same. Either way, the curriculum must be redesigned to become more additive (to accommodate episodic learning at different life stages), available in a variety of useful and stimulating formats and more professionally delivered.

Are students obtaining the type and quality of education needed for the 21st